

THE BULLETIN

DECEMBER 14, 1992 ~ 46TH YEAR ~ NUMBER 9

GOVERNMENT BREAKS PROMISE

BY DAVID TODD

THE PROVINCIAL GOVERNMENT'S broken promise on transfer payment increases to universities could leave U of T with an accumulated operating deficit of close to \$80 million by 1996, unless the administration makes major changes in its current budget strategy.

Though most saw it coming, the announcement on Nov. 26 by provincial treasurer Floyd Laughren left university employees, administrators and student groups throughout the province reeling. Instead of the two percent operating grant increases that institutions were expecting in each of the next two years, transfers will be frozen at 1992-93 levels for that period.

In the coming year the government will provide the post-secondary sector with a one-time-only restruc-

turing fund of \$56 million — the equivalent of a two percent transfer payment increase. A seven percent hike in tuition fees, meanwhile, will be accompanied by major changes in the Ontario Student Assistance Program (OSAP).

President Robert Prichard described the news from the province as profoundly disappointing. "It makes a difficult situation much worse," he said, "and guarantees that the systematic underfunding of Ontario's universities will be further extended." For U of T it will inevitably mean cuts in addition to those already planned. Prichard said his administration is going to start working on a new budget plan for the period 1993 to 1996 and pledged to involve the whole University community in that process.

The U of T Employee Associations & Unions will be talk-

ing about a possible coordinated plan of action when they meet today. Judith Eichmanis, president of the U of T Staff Association, said all of the groups share a concern that the freeze on operating grants will have

repercussions in terms of employment. Accordingly their energy is most likely to be spent pressuring the government to ensure that a chunk of the \$56 million one-time-only allocation is spent to preserve

jobs or to provide early retirement, retraining, replacement and other related schemes.

The province has earmarked this

~ See PROMISE: Page 2 ~

A Round of Holiday Cheer



Carousel horses were a featured attraction for the folks at Erindale College's second annual Holiday Fair Dec. 1 and 2. The gift sale at The Meeting Place included decorations, stuffed toys, jewellery and books. More than \$1,000

was raised for Erindale's Child Care Resource Centre and the Special Services Department. Santa Claus, in the guise of Professor Peter Silcox, promised only good things to come in 1993.

Management Faculty Receives \$23 Million

DESPITE A DISMAL ECONOMIC outlook that has forced the abandonment of its commitment on transfer payment increases to universities, the provincial government has promised U of T's Faculty of Management a \$17 million grant to help build its new headquarters.

Premier Bob Rae announced the province's support for the project Nov. 27 at a news conference held at 246 Bloor St. W., the faculty's current location. In addition to the grant provided by the Ministry of Colleges & Universities, various individual and corporate donors are also making contributions. The \$23 million

building, President Robert Prichard declared, has been the top capital priority of the University for the past four years.

Although the province has had to exercise restraint on operating grants to the post-secondary sector, Rae told reporters after the announcement that his government will continue to put money into those university capital projects to which the private sector is also willing to make substantial contributions. "Financially we're in a very difficult situation, as a province and as a country," he said. "But even during that time we're prepared to continue to contribute on the capital side ... so that everybody can see that there's hope for the future."

Joseph Rotman, chair and chief executive officer of Roy-L Capital Inc., has agreed to donate \$3 million towards construction of the new building, while the Canadian Imperial Bank of Commerce and Xerox Canada Ltd. have chipped in \$1 million each. Professor Hugh Arnold, dean of the Faculty of Management, called the project an outstanding example of a partnership among the provincial government, the business sector, private members of the community and the University. The new facility, he said, is crucial to achieving the faculty's

~ See FACULTY: Page 2 ~

Race Relations

THE UNIVERSITY SHOULD spend at least \$250,000 over the next five years on initiatives to make U of T a more welcoming environment for minority students, says a race relations report.

U of T should broaden its curriculum and hire more faculty and staff in areas such as the African Studies Program, the report of the Presidential Advisory Committee on Race Relations & Anti-Racism Initiatives says. For more on the report, see Page 5.

Rotman Donates \$3 Million

IN A WAY, YOU COULD CALL IT repaying a debt.

Joseph Rotman has long credited U of T's Faculty of Management with helping to shape his entrepreneurial outlook. Therefore, he appreciates better than most the value of helping to build a new home for the business school. And without his



Joseph Rotman

\$3-million contribution, President Robert Prichard said at a news conference at the faculty's current home Nov. 27, the long-awaited project simply would not be going ahead.

Rotman, the 57-year-old chair and CEO of Roy-L Capital Inc., earned a master's degree in commerce from the faculty in 1960 and after spending time at Columbia University pursuing PhD studies, returned to teach part-time for two years. Three decades later he still recalls the guidance of professors such as Warren Main, Mel Moyer and James Poapst who offered unequalled "intellectual stimulation and encouragement."

Rotman's father, a Polish immigrant who rose from factory worker to successful entrepreneur, instilled in his children an appreciation for education. And if Manny Rotman's son learned anything from his U of T education, it was to view the world of business as a legitimate field for academic study. The Faculty of

Management, he insists, is more than simply a "trade school": rather, its role is to foster in students the ability to look at business issues with a critical eye and to see them in their broader context. He believes in this mission strongly enough to have contributed both money and time to the faculty, providing financial support for such activities as the Centre for Entrepreneurship as well as serving on the dean's advisory council.

Until quite recently, Rotman contends, the faculty had not received the recognition that it deserves from Toronto's business community. "The school hadn't told its story aggressively enough and as a result was looked upon as a much more ivory tower institution than it is." Dean Roger Wolff, whose seven-year term ended this past summer, did much to raise the faculty's profile, Rotman said. And in its new headquarters, the school will be better able to attract first-rate students.

PAGE 8: THE LAST SELF-HELP BOOK YOU'LL NEED

SELLING A HOW-TO HANDBOOK IS NOT ALWAYS EASY, SAYS COLUMNIST NICHOLAS PASHLEY

PAGES 10, 11: IDENTITY CRISIS?

ECLECTIC ARTIST IN SEARCH OF CANADA'S SOUL



Plans for sweat lodge proceed

THE NATIVE STUDENTS ASSOCIATION (NSA) AND THE HART House farm committee have reached a verbal agreement on the construction of a sweat lodge at the Hart House farm. Sandy Henderson, Hart House's director of athletics memberships services and development, said a written agreement will be drawn up and signed later this month or in early January. It will then go to the Hart House Board of Stewards for final approval. In the meantime NSA is free to build its lodge at the Caledon Hills farm, 110 kilometres northwest of Toronto. NSA member Alan Corbiere said the lodge, to be used for native spiritual ceremonies, will be built by aboriginal students on a volunteer basis.

Man arrested for assaults

A TORONTO MAN FACES THREE CRIMINAL CHARGES AND HAS BEEN barred from U of T following two reported incidents at Robarts Library. Sgt. Len Paris of the U of T Police said that on Nov. 10 a man who is neither a student nor a University employee struck a bicycle courier on the shoulder; on Nov. 30 the same man swung a jacket at a library worker. When police were called and tried to arrest him, the man kicked one of the officers. Richard Ng, 46, is charged with two counts of assault and one count of assault to resist arrest. He appeared in court Dec. 2 and was released on bail with terms that prohibit him from being on campus. He will be tried Feb. 3 at Old City Hall.

Safety measures identified

THE 16-MEMBER SECURITY REVIEW GROUP ESTABLISHED IN September to examine safety measures at U of T has identified three areas that need immediate attention. In an interim report, the group says the University's emergency policies and procedures need to be revised and coordinated across all three campuses, off-hour emergency telephone numbers for administrative staff updated and daily summaries of police occurrences sent to several officials on campus for a three-month trial period. The group is expected to produce a draft report in February.

PhD graduate wins dissertation award

JAMES HOCH, A RECENT PhD GRADUATE IN THE DEPARTMENT OF Near Eastern Studies, is the first scholar from a Canadian university ever to win the Council of Graduate Schools (CGS)/University Microfilms International Distinguished Dissertation Award. The judges, who included graduate deans from the major North American research universities, deemed Hoch's 700-page thesis on Semitic words in Egyptian texts to have made an unusually significant contribution to Egyptology and to Semitic linguistics. The council, whose members include all of the leading US and Canadian graduate schools, has held this annual competition to recognize outstanding doctoral theses in various fields of study for the past 11 years. Hoch was presented with the prize at the CGS annual meeting in Dallas, Texas, Dec. 3.

Regier honoured by fisheries society

PROFESSOR HENRY REGIER OF THE INSTITUTE FOR ENVIRONMENTAL Studies and the Department of Zoology has won the 1992 American Fisheries Society's Award of Excellence. The award, the highest prize given by the society, recognizes outstanding leadership, research, teaching and administration in the fisheries profession. Regier was honoured for his international work in rehabilitating damaged fisheries ecosystems and his research into the impact of exploitation, development and pollution on fisheries resources.

Erindale psychology lab opens

A NEW TEACHING LABORATORY FOR ERINDALE COLLEGE'S 900 FIRST-year psychology students was officially opened Nov. 10. The lab, housed in the recently completed Kaneff Centre for Management & Social Sciences, is equipped with 30 Macintosh computers. The software that students use includes a program on behavioral psychology, developed at U of T, featuring a simulated laboratory rat named Sniffy. Apple Canada Inc. and the Erindale bookstore computer shop donated the bulk of the hardware. The lab has been in use since September.

Promise Broken

~ Continued from Page 1 ~

special Two percent fund for "initiatives aimed at sustaining and accelerating restructuring in the post-secondary system." Richard Allen, minister of colleges and universities, is expected to indicate by Dec. 15 how the government intends the cash to be allocated and used.

If U of T continued to stick to the strategy outlined in its budget last spring, the results would be "intolerable," Prichard said. Prior to the treasurer's announcement, the administration had been projecting a \$2.8 million budget shortfall in 1993-94 and modest surpluses of \$1.7 million and \$800,000 in the two following years. Now, without some kind of corrective action, the University would find itself with an annual operating deficit of \$12.1 million next year, \$17.5 million in 1994-95 and \$21.5 million in 1995-96.

The accumulated operating deficit, meanwhile, would balloon to \$77.2 million by the end of that period — more than \$50 million greater than projected last May. "It's astronomical," said assistant vice-president (planning) Dan Lang, whose office prepared these models. Lang said he hopes to have a menu of options ready before Christmas but added that "the problem's so huge it's going to take more than a couple of weeks

to think through ways and means of dealing with it."

Capping transfer payments is the province's response to its own worsening deficit situation. Faced with a projected shortfall in tax revenues next year of \$4.2 billion, the government decided to abandon the commitment it made last January to a five percent increase over three years in operating grants for provincial transfer agencies. For the first year, 1992-93, those agencies received a record-low increase of just one percent.

The original rationale behind the three-year announcement, said COU president Peter George, had been to give institutions a better sense of their long-term financial outlook. Universities have since been budgeting and negotiating with employee groups on that basis, George said, and Laughren's announcement has "thrown a curve" at them. "There's a sense of anger and outrage that the government has reneged on its commitment. Whether that commitment ought to have been given is not the point. It was given and we behaved accordingly. We upheld our part of the bargain."

The University's highly publicized move to close Varsity Stadium and eliminate Varsity football typifies the kind of "hard decisions" that

George believes institutions will be forced increasingly to take. "Unfortunately," he said, "when an academic program cut is made, it doesn't make the same kind of headlines in the newspapers."

The bad news from the government is expected to revive the controversy over U of T's \$122 million endowed adjustment fund. The money represents the savings from the University's pension fund contribution holiday and employee groups have been arguing that some of it should be spent to shelter the institution from the worst of the current financial downpour.

Students are angered by the government's move to raise standard university tuition from \$1,894 to \$2,026 next year while overhauling OSAP to provide more loans and fewer grants. The Ministry of Colleges & Universities will increase the amount of assistance available through OSAP to \$800 million and has pledged to offer some forgivable loans and bursaries for needy students. Farrah Jinha, president of the Students' Administrative Council, said she was "disappointed and displeased" by the OSAP changes but praised the province for its decision to introduce a pilot program of income-contingent student loan repayment next year.

Faculty Receives \$23 Million

~ Continued from Page 1 ~

objective "of being regarded as an internationally significant research and teaching institution of management."

Management's current facility, shared with the Faculty of Social Work, was originally to be just temporary. The business school moved there in 1971 and as its programs expanded was forced to rent classroom and office space in other locations. The new 47,000 square-foot building, designed by Zeidler Roberts Partnership Architects, will boast better-equipped classrooms, a much improved business information centre, a computer centre and facilities for both MBA and commerce students.

The St. George St. site chosen for

management will also be home to the new Innis College residence and to an underground parking garage. The faculty hopes to see construction of its new premises begin late next summer, with the completion scheduled for the summer of 1995.

Elizabeth Wilson, an assistant dean and director of development in the Faculty of Management, said in an interview that the building of a new headquarters "is a beginning that's going to make possible some of the programmatic developments that are important to the dean. It's going to be a great advantage for us to have the right kind of facility in which to operate what are already excellent programs." The faculty was rated

Canada's top MBA school in last April's issue of *Canadian Business* magazine.

The relocation of management will enable the Faculty of Social Work to increase its classroom, research and office space at the Bloor St. building and to establish a resource centre to improve education and training on multicultural, anti-racism and native issues. "We're a little bit envious of management," said Dean Heather Munroe-Blum of social work, "but we love being on Bloor St. where we have direct access to [social service] agencies, the subway line and students. We look forward to having expanded space in this building."

Mediation for Faculty Fails

MEDIATION EFFORTS BETWEEN the University and the U of T Faculty Association (UTFA) on a salary and benefits agreement for 1993-94 have ended unsuccessfully.

"We failed to reach an agreement and are proceeding towards arbitration," said Professor Arthur Rubinoff, UTFA's vice-president (salary, benefits and pensions), after the two sides met Dec. 5. The association and administration had held a previous session with mediator Owen Shime on Nov. 6 and 7.

In a joint statement the two parties said that the mediator's report, indicating their positions at the close of mediation, would be published in *The Bulletin* Jan. 11. The arbitration hearing is scheduled to begin March 3, with Donald R. Munroe presiding.

"We made an offer to the faculty

association that under the circumstances was fair and generous," said Professor Michael Finlayson, vice-president (human resources). "I'm very disappointed that the association


didn't see fit to accept it."

The two parties tabled their initial bargaining proposals June 3 and met several times for negotiations during the fall.

UNIVERSITY - OF - TORONTO

THE BULLETIN

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Alternatives to Blues' Blues Contemplated

BY SUZANNE SOTO

ALTERNATIVES TO THE PROPOSED elimination of the Varsity Blues football team and a host of other programs are being explored.

The planned cuts were first announced at a news conference Dec. 1. On Dec. 7, 200 people packed the Benson student lounge to hear how the council of the Department of Athletics & Recreation (DAR) would react to the news.

DAR director Ian McGregor explained that the University's decision last spring to withdraw the department's annual subsidy of \$1.2 million had forced a DAR management team to recommend that the football program be discontinued and Varsity Stadium closed — a projected saving of at least \$450,000 a year. An additional \$60,000 would be saved if the department cut eight other interuniversity teams, a dozen intramural programs, six interest courses, four recreational and high performance clubs and five summer camps, he said. The programs that would be eliminated include women's ice hockey and men's rugby.

"These proposals reflect the very hard financial realities we are faced with," McGregor told council. "We must do less and with those programs we are keeping, we must do better."

However, during the meeting a number of options were discussed and McGregor said he hopes they will be reviewed before March when he must bring a new budget to University Affairs Board. One option

is assistance from alumni. After the proposed cuts were announced, a small group of former students and football players, headed by Toronto lawyer Jim Ware, was formed to explore how the football program may be kept afloat.

But it will take a substantial amount of money to maintain the program. Gordon Cressy, vice-president (development and university relations), said that an endowment fund of about \$5 million must be established to generate an annual income of \$250,000. This would only pay for the team's expenses. Repairs to Varsity Stadium and maintenance costs — estimated by DAR to be in the millions of dollars — would have to be considered separately, Cressy said after the meeting.

McGregor told the council DAR believes football cannot continue without the stadium but Cressy said if funding is found for the team, DAR may wish to examine the possibility of having the team play at another facility.

David Neelands, assistant vice-president (student affairs), reminded the council members that the stadium site belongs to the University. According to the University's master plan, the first 100 feet of the Bloor St. property will be used for commercial development at some point in the future.

Ware said later that the \$5 million figure cited by Cressy is a surprise. "It's a frightening number," he said. "I can tell you, I don't have it." However, the alumni group is ready

and willing to help in whatever form it can and that may involve organizing a large fundraising campaign. Ware said he will meet with football coach Bob Laycoe and DAR management soon to develop a more concrete plan of action.

DAR council also discussed the idea of a student referendum to allow students to decide whether they want to contribute more towards the department's expenses through their fees. Another option might be a marketing campaign to increase DAR memberships and football ticket sales.

In the end, the council passed two motions: one, to welcome the financial and other assistance that has been offered by students, faculty, alumni and friends and to continue the process of consultation on DAR's future which began at the meeting; and, two, to hold a public forum on the matter early next month before the council's next meeting Jan. 11.

During the four-hour meeting, several football players, students and staff criticized McGregor and his management team for recommending the cuts. Other alternatives should have been considered first, they said, and coach Laycoe, staff and students in the affected programs should have been consulted before the plans were announced. Cutting smaller programs will hurt staff and participants but produce only marginal savings, they said.

Council member Professor Bruce Kidd, director of the School of Physical & Health Education, spoke

in McGregor's defence. "There has been a tremendous amount of anger directed at Dr. McGregor and the management team but that anger has been misdirected." The blame, Kidd

said, should be directed at a federal government whose "neo-conservative agenda" has included drastic cuts to funding for post-secondary education over the past several years.



Ian McGregor, director of DAR, seated, listens to Michael Mandel, a fourth-year physical and health education student, at the Dec. 7 meeting.

Teams Negotiate Agreement for Staff

BY KARINA DAHLIN

THE NEGOTIATING TEAMS FOR the University and the U of T Staff Association (UTSA) have set out the terms of a framework agreement that will guide relations between the University and its 3,500 non-unionized administrative staff.

The two groups signed the "minutes of settlement" Dec. 3. The administration will recommend approval to Business Board Jan. 11 while UTSA's negotiating team will encourage members of the association to ratify the agreement in the new year. If approved, the agreement is effective until June 30, 1995, after which it is automatically renewed for two-year periods unless one of the parties wishes to change or terminate it.

The draft agreement will not cover the 80 to 120 employees who are members of the Senior Management Group although they may be members of UTSA.

The document does not represent "a revolution" in the relationship between UTSA and the administration, said Professor Michael Finlayson, vice-president (human resources). "It formalizes and strengthens the position of the staff association as a representative of administrative staff."

John Malcolm, UTSA vice-president (salaries and benefits), said the proposed agreement is "a worthwhile piece of work" and enforces two components — grievance procedures and the liaison committee — that have not been working well. The process that would guide salaries and bene-

fits discussions is almost identical to the current process.

The grievance procedure would be altered to allow UTSA to represent individual members and to launch general association grievances. The terms of the liaison committee would be changed to include a "facilitator" who may assist the parties if they are locked in a disagreement for six months. The committee is a forum for discussion on all terms and conditions of employment except salaries and benefits.

A preamble states that all members of the University community — faculty, staff and students — play important roles in the University's mission to be an internationally significant research university with undergraduate, graduate and professional programs of excellent quality. "The University is most likely to achieve its mission if a climate exists in which respect and mutual understanding between and among the faculty and the administrative staff is encouraged and in which all members of the university community treat each other as they themselves wish to be treated."

When negotiations on the framework agreement began in March, the plan was to discuss next year's salaries and benefits as well. However, the two parties concentrated on the framework agreement and the subject of salaries and benefits will be dealt with when the impact of the recent funding announcement is known better, said Malcolm. The next order of business, he added, is to work on changes to the Manual of Staff Policies.

Up to 12 Hart House Positions Lost

BY DAVID TODD

MEALS IN THE GREAT HALL at Hart House, a fixture of campus life for decades, will soon become a thing of the past.

In an attempt to staunch a steady flow of red ink in food service operations, the 20-member Hart House board of stewards voted Dec. 3 to cease serving lunch and dinner in the historic dining hall. As many as 12 kitchen and support area positions, 10 of them unionized, will disappear as a result, although Hart House officials will try to soften the blow by helping those employees find other work or by offering them early retirement.

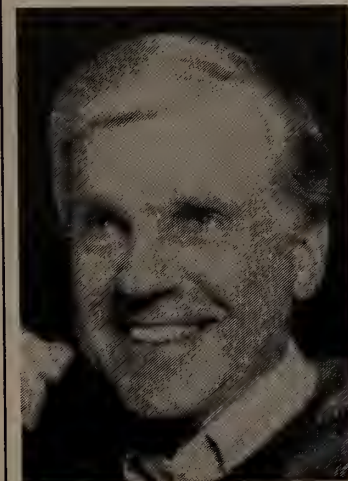
Daniel Herbert, manager of computer services for the Faculty of Dentistry and a member of the board, said the decision was a painful one, taken only with the greatest of reluctance. "Speaking personally, I consider it really tragic," said Herbert, a regular customer at the Great Hall. "It's the end of an enormously long tradition."

Financial realities, however, made the move inevitable. Hart House has been struggling to come to grips with the elimination, over two years, of its \$787,000 subsidy from the University — a cost-cutting measure prescribed in the administration's budget report this past spring. The food service operation, which also includes the Arbor Room, Gallery Club and catering for special functions, is

expected to lose \$400,000 this year. The Great Hall, which serves approximately 350 customers daily, is the major part of the problem, losing close to \$20,000 a month.

Dropping the regular meal service will mean savings of between \$100,000 and \$300,000 a year, depending on the number of Great Hall customers who can be persuaded to take their business to the Arbor Room or Gallery Club. Peter Turner, warden of Hart House, said the shutdown is part of a strategy aimed at bringing food services eventually to a break-even point. "It won't be this year and it won't be next year," he said. "But maybe someday in the future we can get it there."

The board of stewards and its finance committee looked at ways of turning around the dining hall oper-



Peter Turner

ation, Turner said, but in the end concluded that none of those possible strategies would work. To generate enough revenue to break even, the Great Hall would have to attract two to three times its existing customer base. That's far from likely, given Toronto's dreary economic climate and the continued decline in demand for the kind of meat-and-potatoes lunchtime offering that has been a Hart House mainstay for generations.

The service will not be resuming after its normal Christmas closure. The staff affected, however, will remain employed at Hart House until Jan. 31. Turner's office has begun discussions with the Human Resources Department, labour relations and the union involved in an effort to find alternative employment for the workers either at Hart House or elsewhere at the University. For a few, early retirement or some other form of voluntary exit may be an option.

Robert Panzen, president of the Canadian Union of Public Employees, Local 3261, which represents the 10 unionized employees, said that while the layoffs are unfortunate, it should be possible to relocate people within U of T.

Hart House has been at pains to point out that the Great Hall will not be closing; people are welcome to bring food from the Arbor Room or brown-bag it from home and eat in the dining room.

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Professor Michael Collins uses a displacement probe in the shell element tester to determine deformities in a concrete specimen.

Concrete Research Builds Ties

BY SUZANNE SOTO

IN AUGUST 1991 A SPECTACULAR undersea implosion demolished a \$300 million, reinforced concrete platform intended to support a Norwegian gas processing plant. No one was hurt but the accident sent physical and financial shock waves throughout Europe. A U of T researcher has been working to ensure such a catastrophe does not happen again.

The platform called the Sleipner Gravity Base Structure 1A had taken more than two years to build. It was part of a project destined to process natural gas drawn from a reservoir under the ocean floor and transported via a pipeline to the plant. One of its owners, Norway's largest oil company Statoil, had signed contracts — worth about \$1 million a day — with various European customers to start delivering the gas in October 1993.

However, when the platform was being lowered into the North Sea in preparation for joining it with the 42,000-tonne processing plant — a manoeuvre called “deck mating” — disaster struck. One of its four 110-metre-high concrete columns cracked. The entire platform rapidly

filled with water, sank and self-destructed, registering about 2.5 on the Richer scale and leaving a 10-metre-high pile of rubble on the ocean floor.

“No one expected that,” said Wenche Rettedal, a civil engineer with Statoil. “It shocked everyone.” Rettedal was at U of T two weeks ago as part of a 12-member team of Norwegian engineers sent to observe tests conducted by Professor Michael Collins of the Department of Civil Engineering measuring the strength of a second platform.

Collins was one of several international experts called in by Statoil, which owns 60 percent of the project, and the US-based Exxon Corporation, which owns 30 percent, to investigate the original accident.

Karl Runge, a research associate with Exxon Production Research of Houston, said the failure was eventually traced to “a lack of reinforcing steel in an area that is very sensitive to hydrostatic pressure.”

Collins and others in U of T's civil engineering department are well known for their ongoing research into the behaviour of reinforced concrete structures subjected to high water pressure — work that is fund-

ed by a federal Network of Centres of Excellence on High-Performance Concrete.

Over the past dozen years U of T has developed sophisticated computer analysis methods and detailed experimental techniques for the study of complex reinforced concrete structures. The University is also one of a handful in the world to have the equipment necessary to test such structures.

During a 10-day period, Collins subjected a concrete model of part of the platform to rigorous testing in the department's shell element tester. Known as Big Blue, the tester is a 63-tonne chamber that uses 60 hydraulic jacks to expose reinforced concrete structures to the type of stresses an earthquake would cause.

“We simulated the type of loading that parts of the structure will see during deck mating,” Collins said. All three tests were a success. “It would be fair to say that the Norwegians went home very pleased.”

Construction on the second platform is nearly complete and both major owners are confident it is sound and will withstand another deck mating, scheduled for next May, Runge said.

Revise Curriculum, Report Says

UOF T SHOULD HIRE MORE faculty and staff and spend at least \$250,000 in the next five years to make the University a more welcoming place for minority students, a campus report says.

U of T should also revise its academic curriculum to make it less Eurocentric and more relevant to a changing University population, says the report of the Presidential Advisory Committee on Race Relations & Anti-Racism Initiatives (PACRRARI). It contains 44 recommendations that cover five areas: curriculum; employment equity; recruitment, admissions and retention; institutional and structural issues; and campus experience and life. The report is included as a supplement in this issue of *The Bulletin*.

“We are calling for a rethinking of the way in which teaching is conducted at the University and the content of what is being taught,” said Kelvin Andrews, the University's special adviser on race relations and anti-racism initiatives and chair of PACRRARI, in an interview Dec. 4.

Revising the curriculum would naturally lead to a greater need for teachers of non-European histories and languages. “One very likely consequence of a move to a more diverse curriculum is that the faculty members required to teach the new elements may themselves come from diverse racial and ethnic backgrounds,” the report says.

It recommends that the University appoint two more instructors in the African Studies Program, fill a vacancy in the Department of Anthropology with an applicant competent in an aboriginal language, develop programs in Caribbean and Native studies and create a pool of available teaching positions, resulting from retirements, that could then be filled by faculty required under a broadened curriculum.

The report has been distributed widely within the University community. President Robert Prichard has asked that feedback be sent to Andrews by Jan. 30. A summary of the responses will be presented at the Feb. 4 meeting of Governing Council and recommendations then directed to various University bodies for debate and possible

implementation.

In an interview Prichard said he supports many but not all the recommendations. He has already adopted one of the recommendations — he has appointed Andrews to a permanent position as the University's race relations and anti-racism officer.

Provost Joan Foley said the PACRRARI proposals are “very positive developments.” One of the problems, however, is the lack of money available to carry out some of its recommendations such as hiring more staff and initiatives calling for a long-term commitment of funds. “Our main limitation here will be the budget,” Foley said. “There is no way we could immediately move to implement all of these recommendations. We can't afford them as a totality.”

PACRRARI, with its 41 faculty, staff, student and community members, was established in December 1990 by Prichard as a result of a recommendation contained in an earlier report on ethno-cultural groups. The 1990 Report of the Presidential Advisors on Ethno-Cultural Groups & Visible Minorities at the University of Toronto, co-written by Professors Miriam Rossi and Jack Wayne, made 17 recommendations.

In his preamble to the PACRRARI report, Andrews agrees with the Wayne-Rossi report that “in general, U of T is a place of civility and good manners.” However, he writes, this does not mean the University is “free from racial and ethnic stereotyping ... [and] levels of intolerance and insensitivity which can only be described as racist.” The University's traditionally “narrow, exclusive curriculum” that does not encourage racially diverse people to learn about each other can be partly to blame for this.

Andrews said he expects some may view the proposed curriculum changes as a challenge to academic freedom. But Professor Bill Graham, president of the U of T Faculty Association, said the curriculum must be improved. “Certainly a feature of academic freedom is to be able to broaden one's knowledge, to step out of narrow boundaries and to be more inclusive.”

TA Leaders Isolated from Rank and File, Says Finlayson

ALMOST 67 PERCENT OF THE teaching assistants who cast ballots Dec. 1 to 3 voted against a mandate to strike, a move that indicates the union is out of touch with its members, says Professor Michael Finlayson, vice-president (human resources).

The defeat of the strike vote — which would have allowed the Canadian Union of Educational Workers (CEUW), Local 2, to call a strike if current contract talks with the administration fail — suggests “that the leadership of the union has not been fully in touch with the views of its members,” Finlayson said in an interview Dec. 7. Of

the 1,250 TAs who cast ballots, 66.9 percent opposed a strike authorization vote while 33.1 percent favoured it.

The two sides are expected to meet a second time, on Dec. 16, with provincial conciliator Fred Long. The union representing 3,300 TAs and the administration have been trying to negotiate a new agreement since the last contract expired Aug. 31.

Stephanie Fysh, a member of the union's bargaining team, said she believes the outcome was influenced by recent announcements both inside and outside the University about cutbacks and lower-than-expected

provincial funding for post-secondary education. The union kept telling people that the University has more than \$120 million “stashed away” in an endowed adjustment fund, she said, but the bad economic times may have had an impact on the vote.

Fysh conceded the union's negotiators “are not left with a lot of options” and may have to agree to whatever the University offers. This could include the administration's proposed changes to hiring criteria which prompted the union's call for a strike vote in early November. Fysh said if the bargaining team has to accept a package containing such concessions, it will present it to mem-

bers without its endorsement. The membership must then decide whether to accept or reject it.

Both sides have said wages are not a key issue. The union told Long its wage hike proposal of 4.5 percent in the first year and three percent in the second year of a contract was negotiable, Fysh said. The administration has offered increases of one and 0.25 percent respectively.

The parties, however, are split over the implementation of recommendations contained in the report of the Work Study Committee. Released in October, the report says TAs work far more hours than they are paid for and makes 35 recom-

mendations aimed at solving the problem. The union wants the administration to implement all the recommendations while the administration has accepted some and proposes to send others to a joint union-management committee still to be established.

Meanwhile, the U of T Faculty Association (UTFA) passed a motion at the Dec. 9 meeting of its council expressing its regret at the failure of the administration to negotiate expeditiously with CUEW. UTFA also urges the University to negotiate “a fair and timely settlement” that will not diminish job security and hiring provisions.

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Management Faculty Relieved of Deficit

THE DECISION BY THE UNIVERSITY to absorb the Faculty of Management's accumulated deficit of \$539,731 should not set a precedent, says Alex Waugh, registrar and vice-principal of Woodsworth College.



Alex Waugh

At the Nov. 23 meeting of Business Board, Waugh, an administrative staff representative, said he does not wish to give credence to the notion that "nothing fails like success and nothing succeeds like failure." He said he is concerned that the Faculty of Medicine, which also has a deficit, will ask for similar concessions.

President Robert Prichard said the provost will make a decision regarding medicine's deficit. But he noted that he, too, is concerned about the signal such action sends. Deans have a responsibility to spend within their budgets, he said. "Deans and principals have to have a great degree of autonomy but we have to take seriously the obligation of a dean to

deliver at the end of the year."

The decision to eliminate the Faculty of Management's deficit was not a deliberate strategy, Prichard said. In fact, the whole matter was regretful and hurtful not least because it was *management* that had accumulated a deficit.

The discussion took place as the board considered a report on increased appropriations. Robert White, assistant vice-president (finance), informed members that under the Policy on Administrative Authority to Change Budgets, the provost and the vice-president (business affairs) approved that management be relieved of its deficit July 1 when Professor Hugh Arnold became dean.

In an interview Provost Joan Foley said the decision was made to give management more flexibility. The goal of the faculty is to become an international leader in specific areas of management education and research and to be recognized as the leading business school in the country. Such an objective requires planning — the provostial response to the Task Force on the Faculty of Management this fall said that removal of the faculty's deficit gives the dean an opportunity to review the current budget plan and allows the faculty to concentrate on initiatives that will guarantee it a stronger financial future.

With respect to medicine Foley said the plan is to forgive components of its deficit, a matter that may be discussed at the next meeting of Business Board Jan. 11.

IN MEMORIAM

Abouchar Was Expert on Soviet Economy

PROFESSOR ALAN ABOUCHAR of the Department of Economics died Nov. 15 at the age of 60.

A native of Brooklyn, New York, Abouchar received his BA in economics from New York University in 1954, attending as a night-school student while holding down a full-time job. He earned a master's degree in economics from NYU (1962), in statistics from the University of California at Berkeley (1963) and in pure mathematics from York University (1979). After completing his PhD in economics at Berkeley in 1966, he worked with the University of California Economic Development Assistance Group at the Brazilian Ministry of Planning until 1969 when he joined the U of T faculty.

Abouchar wrote on a wide range of issues including the Soviet economy, transportation economics and public finance and devoted particular attention to the areas of investment criteria and doctrinal history. His other professional activities included 10 years as an editor and translator for *Matekon*, a journal of Soviet mathematical economics translations. Abouchar possessed as well a great love of languages and had almost a dozen



at his command including Arabic, French, Portuguese, Serbo-Croatian, German and Italian.

University Professor Samuel Hollander of the Department of Economics, a colleague and close friend, recalls Abouchar as an outspoken and iconoclastic figure who believed contemporary economics to be excessively technical and considered the modern theory of costs both inadequate and misleading. At the same time, Hollander said, he was a warm and gentle man who was close to his family, concerned for the welfare of his friends and dedicated to his students. "Those who knew him well found him a very loveable person," he said.



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Merger of Council Worries Universities

BY DAVID TODD

AS THE PLANNED MERGER OF the Social Sciences & Humanities Research Council (SSHRC) with the Canada Council looms nearer, many in the Canadian university community remain apprehensive despite reassurances that the new agency will be stronger than its predecessors.

"We're concerned about whether it will be able to adequately represent the needs of the social sciences and humanities research community," said Carol Martin, government relations officer for the 15,000-member Social Science Federation of Canada (SSFC). Particularly worrisome is the possibility that the government might introduce new budgetary

arrangements whereby money is funnelled away from research — although to date there has been no sign that such a change is in the offing.

At an information session held in the Faculty of Music's Walter Hall Dec. 2, SSHRC president Paule Leduc suggested that the merger — part of an attempt to streamline government — holds out potential benefits. Neither the arts nor social sciences and humanities research has received due recognition in Canada, she said.

"We will be more visible and stronger," she said. "[The government] will never be able to forget about us. We will have the possibility to speak out strongly."

Plans for the merger were first announced last February in fed-

eral finance minister Donald Mazankowski's budget. On Nov. 26 the government tabled Bill C-93 which would dissolve SSHRC and transfer its functions and staff to the Canada Council. The international cultural programs in External Affairs & International Trade Canada would also be absorbed by the new agency — to be named the Canada Council for the Arts & for Research in the Social Sciences & Humanities. The bill has yet to make its way to the legislative committee stage.

In an interview Professor Antonette diPaolo Healey of the Department of English and the Centre for Medieval Studies said that she is troubled by the planned merger. Healey, who edits the *Dictionary of Old English*, sees a danger that the

new council will not be able to devote sufficient attention to the social sciences and humanities.

Professor Ruth Harvey of English, and associate director of medieval studies, agrees. "It's already hard for these academic subjects to make any headway because they don't compete very well with the sciences. And now they're putting us against the novelists and musicians as well."

The proposed legislation does not address budgetary questions. At present money for SSHRC comes out of the federal government envelope allocated for scientific research. Critics of the merger, such as SSFC, have been urging Ottawa to continue funding the social sciences and humanities portion of the new council in the same fashion. They fear the government will simply provide a single pool of funds for the new agency, leaving the three branches to compete against each other for a share.

According to Leduc, the government has offered assurances that nothing will change after the merger: each section of the new agency will receive money from the same envelope that it does now, targeted for the same community. Federal officials are unlikely, however, to write that provision into the legislation and risk limiting their future flexibility. "We will have to watch the government carefully," she said.

In his economic statement Dec. 2, Mazankowski indicated that the government is retreating from an earlier commitment to increase the budgets of SSHRC and the other

research granting councils by four percent annually over a four-year period and instead will freeze their funding at 1992-93 levels for the next two years. Claude Lajeunesse, president of the Association of Universities & Colleges of Canada, said the move is further proof that Ottawa's commitment to research is little more than "lip service." The budgets of cultural organizations such as the present Canada Council, meanwhile, will be cut by 10 percent in each of the next two fiscal years.

Bill C-93 would provide the same kind of arm's length relationship with government that the Canada Council now enjoys. Peter Munsche, assistant vice-president (research services), said this represents a gain for SSHRC which has never had the same degree of autonomy as the council. But the new agency would also be required to "take into consideration" Canadian foreign policy when carrying out international duties such as organizing conferences or arranging tours by performing groups. This could circumscribe its activities, Munsche said.

The implications of moving international cultural programs from External Affairs & International Trade Canada to the new council remain uncertain. Maria Cioni, director of the Institute for International Programs, said the result could be a greater international profile for Canadian activities in the social sciences and humanities, and in the cultural sphere.

Celebrating with Style



Aboriginal peoples, members of the University community and the public attended the grand opening of First Nations House, 563 Spadina Ave., Dec. 3. Traditional teacher Vern Harper, left, and his assistants Kenneth Charlette and Fernando Hernandez display a sacred pipe, drum and smudge bowl, used in the sweet grass ceremony. The open house featured an exhibit of native art work.

Consultants Examine Campus Police

A CONSULTANT'S REPORT ABOUT the U of T Police will be ready by the end of the month and should clarify the role of the campus force, says Janice Oliver, assistant vice-president (operations and services).

The 35-member police force became the focus of attention following an article in the Nov. 30 issue of *The Varsity*. It charged that 12 members of the U of T Police, who have not been sworn in, are impersonating police officers because they wear police uniforms on the job.

In a Dec. 3 letter to the editor of *The Varsity* Oliver said it is the opinion of the University's legal counsel that nothing illegal has occurred. In an interview with *The Bulletin* she described the situation as "a tempest in a teapot." In most situations U of T officers do not need the powers that are conferred when they are sworn in, she said. The 12 individuals will be sworn in soon.

The campus police force was established in 1907. Officers are U of T employees and their appoint-

ments by the Metro Toronto Police Services Board as special constables are approved by the Ontario Civilian Commission on Police Services (OCCPS).

There are a few thousand special constables in the province, said Doug Drinkwater, chair of OCCPS. The terms of their appointments vary but they can be appointed to do anything a police officer does. The special constable status is issued, for example, to instructors at the Ontario Police College so they can handle prohibited weapons and drugs and to staff members with the Ministry of Consumer & Commercial Relations who need the authority to enforce commercial laws.

Many Ontario universities have their own police forces that work with local police boards. At U of T special constables may, among other things, issue trespass warnings, respond to fire alarms and investigate thefts. If something as serious as a murder occurred, people should call 911 but would be well advised to call

the campus police as well to expedite the response time, said Oliver.

The U of T police force does not have a formal mandate. Past practices determine its role, said Oliver. However, she hopes the consultant's report will propose a mission statement.

Meanwhile Drinkwater has asked Susan Eng, chair of the police services board, to take a look at the campus police.

"A member of our staff was told that some security people at the University are exercising the authority of a constable without being appointed as constables," Drinkwater said. Eng told him she has asked Metro Toronto Police chief William McCormack to investigate the matter and report back to her.

Drinkwater is concerned that people who are not sworn in may be acting as special constables. "If they are exercising powers they don't have, they may be leaving themselves and the University open to substantial lawsuits."

Innis Residence Awaits Approval

DESPITE SOME CONCERNS about its design, a proposal to build a seven-storey, 340-bed residence for Innis College will be presented to Governing Council for final approval Dec. 17.

The residence, expected to cost nearly \$12 million, has been endorsed by all three boards of Council. Janice Oliver, assistant vice-president (operations and services), presented a proposed architectural plan to members of University Affairs Board Nov. 24. The building, at 113 St. George St., will consist of 89 apartment-style units — most having four bedrooms and common living room, washroom and kitchen facilities. The front part of the residence will be the same height as other buildings on St. George St. but higher at the back.

Richard Martin, an undergraduate student, told board members that he and others have questions about the proposed design. There has been "a great deal of concern about its shape, elevation and whether the general style of the building is in any way consistent with its surroundings," he said in an interview later. The new residence should perhaps "take some cues" from recent renovations to Woodsworth College rather than from Robarts Library or Sidney Smith Hall. Architect Eberhard Zeidler of Zeidler Roberts Partnership Architects is in charge of the project.

David Neelands, assistant vice-president (student affairs), told the board that the current design is only preliminary and further changes and improvements will be made. A meeting between the architect and members of the neighbourhood is being planned.

The residence is expected to house male and female students from Innis and Woodsworth Colleges, students of professional faculties and those who are physically challenged. Its base construction cost will be \$8.1 million. Furnishings, appliances, equipment and other expenditures will bring the total to \$11.8 million. Initial capital will be provided largely by the \$4 million Devonshire fund, designated by Council for residence accommodation for professional students. Other funding will be provided by private donors and provincial grants. The University will assume the remaining \$6 million on a 25-year mortgage.

If ratified by Council, the residence will be built on the site of a current parking lot. The location will also accommodate a new building for the Faculty of Management and a 500-space underground parking garage. The garage's construction will begin next April, followed in August by the residence, with an expected opening date in September 1994.



DOES FORESTRY DEBATE HAVE DEEPER ROOTS?

Bravo to *The Bulletin* for providing a forum for some spirited debate about the slowest growing part of nature, our Canadian forests!

The business that I head supports research and post-graduate work at the Faculty of Forestry because it has international implications for applied entomology. We do not so much support the BScF undergraduate program at the University because those students can be licensed to practise forestry in Canada — we don't own or manage any forests, anywhere in Canada. The reason that we support the program and hire foresters (along with agrologists, soil engineers, pathologists, chemists and economists) is that our products are used for plant protection in agriculture and affect terrestrial ecosystems.



Our teams of professionals work together to meet various needs of society including job creation, lifelong learning and the opportunity to acquire a personal sense of purpose. Of course the teams also collaborate for economic gain for themselves, our shareholders and

governments. Learning to work together to achieve common purpose is surely as important as anything else that can be taught at the undergraduate level. In fact that skill is a requirement in professional faculties.

Do we detect in Ann Zimmerman's important contribution to the dialogue a discrimination against the professions (Paths to the Forest, Nov 9)? First we had the attempt to erase architecture, now it is forestry. Will engineering be next?

The professions train people who "add value" to civilizations. They are the essential element in the economic part of our lives — even the medical profession! In its Statement of Institutional Purpose I read that "the University of Toronto is committed to ... professional programs of excellent quality."

Still I wonder. Is this a debate about forestry, or about the professions?

WILLIAM HARRIS
PRESIDENT, AGRICULTURAL
DIVISION
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CLOSE STREET, CANCEL PLANS FOR GARAGE

The Bike Users' Group of the U of T Environmental Coalition is disappointed with two recent recommendations of the U of T administration described in

The Bulletin on Nov. 9 (Parking Permit Status Quo is Maintained and Street Closure Rejected).

The St. George St. Users Committee's justification for continued car traffic on St. George is that a car-free street would be dangerous at night. This issue was addressed by a recent OPIRG

ON THE OTHER HAND

B Y N I C H O L A S P A S H L E Y

MAY I RECOMMEND...?

WHEN NOT APPEARING AT THE TOP of this column, my homely mug can usually be seen down at that large bookstore at College and St. George. Most of the time we booksellers simply respond to specific needs of the marketplace. Our customers know exactly what they want. It has a red dust jacket and the author — can't remember the name — was on



Morningside about three weeks ago. At the Yuletide season, however, things change. We see more and more forlorn customers desperately seeking just the right book for Uncle Jack. At such times we finally get to show our professional stuff, deftly plucking the perfect book from the shelves.

A few months ago the National Association of College Stores surveyed its members, asking, among other things, which books college booksellers across North America were "hand-selling" to their customers. Hand-selling, as far as I can tell, is the new word for what we used to call recommending a book. And what were we hand-selling, according to the NACS survey? Any titles by Anne Tyler or Robert Fulghum or anything in the Where's Waldo series, apparently.

All fairly predictable until one reached: "*Final Exit* by Humphry." If I were the sort of chap to say "huh?", "huh?" is exactly what I would have said. For those who have been living in a tree, *Final Exit* is a controversial book by one Dr. Derek Humphry of the Hemlock Society. *Final Exit* is, quite simply, a guide for people who have had enough and want to be quit of this mortal coil. I am an easy-going guy on matters of this sort

and would never stand in the way of someone looking for this information but I would be wary about recommending the book haphazardly. You know you're having a bad-hair day when your bookseller hand-sells you a suicide how-to book. Sure, we all have customers we could happily live without but is this the way to deal with the problem? Apart from any legal complications, it's a short-sighted business move.

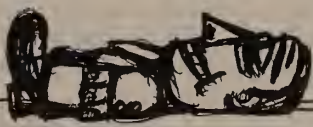
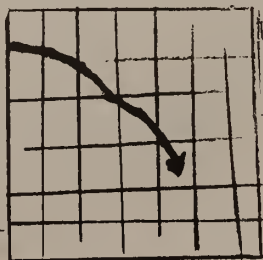
In fact, about the only circumstance in which I could imagine hand-selling (there, I'm getting the hang of it) *Final Exit* would be if a customer said, "Look here, I'm planning to kill myself and I need a book to show me how." Then, as a bookselling professional, I could cheerfully direct my customer to Dr. Humphry's slender tome. (As a bookselling professional, I would also be inclined to ask for cash but that's another issue.)

I can imagine the conversation developing in an awkward manner. How do I respond when the customer asks me, "Is it any good?" It's a valid question, to which I can only respond, "Well, no one's brought it back." One might be tempted to refer to one's many happy customers, but perhaps not in the circumstances. One could also say with some confidence, "This is the last self-help book you'll need."

In the end, does it really matter? Do the customers even care? I've been recommending American novelist Cathie Pelletier for years and only an old high school chum has responded. On the other hand, I have not hand-sold Madonna's new how-to book to a soul, and look — there goes another copy now.

CONSTABLE

1 9 9 2



Things are looking up !

report, showing that a transformation of St. George would indeed be safe.

We contend that a St. George St. free of cars could achieve its potential as a vibrant, safe and alive people-place. It would unite the campus and promote better pedestrian and cycling flow. Moreover it is environmentally irresponsible to continue to foster a dependence on cars, particularly at a university so readily accessible by public transit, foot and cycle.

In this light the proposed 500-space parking garage on St. George is unwarranted. Similar plans for a parking lot behind University College were cancelled a few years ago due to wholesale public opposition.

Every provision to accommodate cars takes place at the expense of pedestrians, cyclists, public transit and the air we breathe. We encourage the administration to meet the demands of the growing bike-commuting community and channel resources into more secure bike parking and greater safety for cyclists and pedestrians.

SAT KHALSA
U OF T ENVIRONMENTALIST
COALITION BIKE USERS' GROUP

UTFA FIRES BACK AT CRITICS OF PENSION PLAN

In their latest diatribe criticizing the faculty association (Question Period, Nov. 23) Professors Nanda Choudhry and John Gittins fail to mention that *because of the efforts of the faculty association*, University of Toronto professors have achieved the highest levels of compensation in the country. If they are dissatisfied with their own salaries, Professors Choudhry and Gittins should address their complaints to the administration and not to UTFA.

I do not intend to reiterate the substance of my letters to this publication of Oct. 7, 1991, (New plan to benefit even top wage earners) and Jan. 27, 1992, (Actuarial response supports claims) or our newsletter of Aug. 24, which demonstrate that the recent pension improvement is a benefit to all our members. We will be pleased to provide an analysis by our actuary, David Short of Eckler Partners, for those who require further elaboration.

Mr. Short, one of the most esteemed members of his profession, participates in our negotia-

tions and offers expert advice. In contrast, based on their submission to *The Bulletin*, Professors Choudhry and Gittins should be given very little credibility. In their letter of Jan. 13, 1992, they accuse me of "an egregious error" regarding the new pension legislation (UTFA must support claims with numbers). Yet a reading of my original letter and an article I wrote for the UTFA Newsletter of Oct. 18, 1991, show that they have completely misrepresented my position. In a letter to *The Bulletin* of June 10, 1991, they criticize UTFA for accepting "a mere four percent" salary increase for 1992 "at a time when the Consumer Price Index (CPI) has been increasing at six percent" (UTFA settlement not acceptable). In fact the CPI for Toronto increased at 0.5 percent from July 1991 to July 1992. So much for Professors Choudhry and Gittins "expertise" on predicting CPI!

In a letter to *The Bulletin* of March 9, 1992, Professor Gittins charged that the administration calculated his pension on the basis of a two percent salary increase for 1992-93 — an accusation he later

LETTERS



rescinded (Salary reductions already planned, March 9, and Pension projection generated by request, March 23). In their most recent attack, Professors Choudhry and Gittins claim that UTFA originally maintained that improvements to the pension were fully funded from the pension surplus and that we have now surrendered any claims to those monies. We have done neither.

ARTHUR RUBINOFF
VICE-PRESIDENT (SALARIES,
BENEFITS AND PENSIONS)

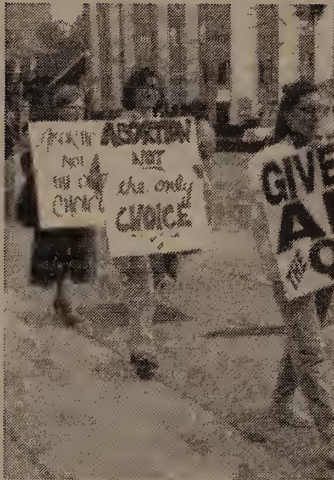
FEATURE EVOKES COLD SHUDDERS

While I much enjoyed the photo essay on the Toronto of Michael Ondaatje's *In the Skin of a Lion*, I must point out that the published photo of the waterworks does not show the "palace of water" as originally constructed during the 1930s (A Trail Still Warm, Nov. 23). The east wing of filtration tanks and the reservoir in front were only added during the 1950s. I know because I grew up around the corner at the time. *In the Skin of a Lion* evokes a few cold shudders because, like Ondaatje's Patrick, I spent many hours wandering through the construction site and once crawled down the (empty) intake tunnel stretching out into the lake.

BRUCE KIDD
SCHOOL OF PHYSICAL & HEALTH
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WOMEN LUCKY TO GET UNBIASED COUNSELLING

Your article Service Under Attack in the Oct. 5 issue of *The Bulletin* shows how coercive legal and policy directives on "pregnancy counselling" can be. In some parts of the country, and by law in many parts of the United States, pregnant women have to endure compulsory lectures complete with fetus pictures instead of getting unbiased counselling according to their needs. Women at U of T are



Women protest service

lucky to have Margaret Galamb and her staff help them at the Health Service.

KIT HOLMWOOD
PRESIDENT
CANADIAN ABORTION RIGHTS
ACTION LEAGUE

DISCOVER SAFETY

The Discover Science Day was a good event and I'm glad you publicized it. However, it bothers me very much that the person in your photo doing the liquid nitrogen demonstration is not wearing safety goggles or other safety equipment (Experiment with Science, Nov. 23). Liq N₂ is very cold and can give quite bad "freezing burns." If you print such photos, please try to ensure that they set a good example to all!

JIM THOMPSON
DEPARTMENT OF CHEMISTRY

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HAPPY HOLIDAYS!

All the Best for 1993 from the Staff at

The Bulletin

Handwritten signatures: Alison, Nanin, Jane, John, Doug, Suzanne, Jane, Tony, Nancy.

CURIOUS CULTURE &

Moose, Mounties and a Rosedale kiss provide some no

A

LTHOUGH PEOPLE DON'T ALWAYS KNOW his name, most know at least a few of his paintings. Charles Pachter's most famous image is probably that of Queen Elizabeth II on a moose, a work of art that has become a certified, if mischievously ironic,

Canadian icon.

His first show of queen-on-moose paintings in 1973 caused quite a stir in the press and among art critics. He has been producing paintings on this theme throughout his career. Although disturbing for some in Canada, not everyone considers the paintings disrespectful. In a recent interview at his combination home/studio he commented on the reception he was given when he visited the royals: "I got a lovely comment from Sir Philip Moore, the head of the household, when we were in London in 1984 and I presented them with one of the posters. He looked at it and with a little smile he said 'Actually it's rather a good likeness' and I said 'Of whom?' and he said 'Well, of them both!'"

Lately Pachter has been receiving a good deal more attention as the result of a major study of his paintings, entitled simply *Charles Pachter*, published by McClelland & Stewart. Written

by U of T art historian Bogomila Welsh-Ovcharov and with an introduction by alumna Margaret Atwood, the lavishly illustrated book chronicles Pachter's life and work. Atwood's chatty, personal essay traces the history of her friendship with Pachter while Welsh-Ovcharov's text and the paintings in the book lead the reader on a journey through Pachter's various artistic periods — from his early years as a printmaker through his Toronto streetcar graphics and on to his mature flag paintings and portraits. Also included are various photographs, among them one of four-year-old Pachter petting a moose at the 1947 Canadian National Exhibition, and a section called Reflections, written by the artist for the book.

Pachter's artistic beginning is very much connected to Atwood's. Both were students at U of T in the early 1960s — Atwood studied English and Pachter, art history. Although she was two years older, they also shared time as teenagers at Camp White Pine. In her introduction Atwood recalls that they ended one summer at the camp "by hiding under the cabin floors of some visiting city slickers and howling like wolverines."

Later Atwood had a small silkscreen business "and it was this equipment that eventually ended up in Pachter's hands some time after I graduated," she says in the book. Pachter went on

to produce limited edition folios of her early works including *The Circle Game*, *Speeches for Dr. Frankenstein* and *The Journals of Susanna Moodie*.

Pachter does not have particularly fond memories of his time at U of T: "There was no largesse d'esprit, there was no real interest in us as creative people. I went off on my third year because I couldn't take it. In a class of 35 or 40 there were only four guys. I found myself surrounded by these tall, willowy, blond, WASP, O'Keefe-Centre-wives-to-be."

Nevertheless he did manage to entertain his female classmates: "I used to schlep them around to Spadina Ave. for the pastrami sandwiches. Spadina was a hotbed of old immigrant Jewish culture, although it's gone now of course. I escaped all that because I grew up in North Toronto and the whole thing was to become a proper Anglican Jew if you were part of that scene. So I was one generation removed from the whole immigrant Jewish thing but a good hot pastrami sandwich was a good hot pastrami sandwich!"

It was also at U of T that Pachter met fellow student Bogomila Ovcharov. They remained in touch over the years but not until a few years ago did they spend much time together. When asked by the publisher to write the book Welsh-Ovcharov, who



Ceremonial, 1973



October 1992

MEMORANDUM

TO:
MEMBERS OF THE UNIVERSITY COMMUNITY

FROM:
**KELVIN ANDREWS ON BEHALF OF THE PRESIDENTIAL ADVISORY COMMITTEE
ON RACE RELATIONS AND ANTI-RACISM INITIATIVES
(PACRRARI)**

Fifteen months ago I began, as Special Advisor on Race Relations and Anti-Racism Initiatives, an examination of the concerns raised in the *Report of the Presidential Advisors on Ethno-Cultural Groups and Visible Minorities* (Wayne-Rossi Report) at the University of Toronto.

The report was prepared at the request of President Prichard who appointed Professor Jack Wayne and Dr. Miriam Rossi to conduct a review of issues of concern to members of some of the groups making up our community and to make recommendations to him as to how to

make the environment in which we function more inclusive.

In response to those recommendations, the President established an advisory committee composed of faculty, administrative staff and students from within the institution as well as experienced and knowledgeable individuals from the community at large. With the help of that committee, I organized the agenda for PACRRARI under five main headings which form the basis of the reports which are attached.

These reports do not pretend to represent a complete inventory of issues pertaining to race and ethnicity at the University of Toronto. They

are intended to illustrate major concerns which came to the attention of the five Sub-Committees and the full Committee of PACRRARI and on which the recommendations are based.

Since the formation of PACRRARI there have been some positive developments designed to make our environment more comfortable and welcoming for those whose concerns were reviewed in the Wayne-Rossi Report. One way to gauge the progress which has been made to date is to look at what has happened since recommendations were advanced in that report for the short, medium and long term.

A. As Recommended in the Wayne-Rossi Report for Immediate Action

1. A temporary position, lasting until June 30, 1992, should be created for an individual charged with the task of organizing and planning the steps outlined below.
2. An announcement should be made of immediate base-budget support, at an appropriate level, for African Studies and Native Studies. In addition, a determinate amount of base-budget funds for other programmes that would increase the geographical and cultural diversity of our curriculum should be announced, and applications invited from interested departments and faculties who wish to share the funds.
3. A meeting room for the Native Students' Association should be provided.
4. A series of events for the week of Martin Luther King Day should be organized. The emphasis of the week should be the celebration of cultural diversity. Comparable support for Native Awareness Week should be provided.
5. A clear statement should be made that the University of Toronto wishes to create a climate in which diversity can flourish, and that racial, gender and other forms of discrimination will not be tolerated.
6. Data should be gathered on the ethno-cultural composition of our student body at all levels, to determine which groups are underrepresented.

A. Action to Date

1. Kelvin Andrews appointed effective May 1, 1991. Appointment has been extended through September 1992.
2. The Dean of the Faculty of Arts and Science has approved the appointment of an assistant professor in African Studies effective July 1, 1993. The President provided \$100,000 in the 1991/92 budget and a further \$50,000 in the 1992/93 budget to the Provost's office from the President's Committee Fund for "academic initiatives that would enhance the geographical and cultural diversity of our curriculum".
3. 563 Spadina has been assigned to the Office of Aboriginal Student Services and Programs for First Nations House.
4. Not done in 1992.

3. There should be a review of the procedures by which academic appointments are made, in the various divisions, and catalogue made of them. An assessment should be made of the way in which jobs are advertised and the range of candidates who apply. Divisions should be consulted about ways in which positions might be advertised to yield larger numbers of candidates from underrepresented ethno-cultural groups.

3. Provided for in the *Employment Equity Goals for Academic Staff* report (Foley Group).

4. An outreach programme should be established in communities which are underrepresented in the student body at the University of Toronto. This programme should be in place for Sept. 1, 1991.

4. Outreach programme was started in the Office of Admissions and Awards in September 1990. Other faculties and schools are developing programmes.

5. Policies that pertain to hiring and promotion of non-academic staff, and associated grievance procedures, should be reviewed, in order to determine if it is possible to improve on the universalism with which job-related decisions are made.

5. Provided for in the *Employment Equity Goals for Non-Unionized Administrative Staff* report (Finlayson Group).

C. As Recommended in the Wayne-Rossi Report for Long Run Action

1. The University must establish a Human Rights Code. This code will provide a clear signal of the leadership the institution wishes to provide.
2. The University should establish the position of Vice-President, Human Rights.
3. In consultation with staff, student and faculty representatives the University should establish a racial harassment policy.
4. The Human Rights Office will provide support at appropriate levels for student groups from every ethno-cultural background. This funding is to be used for educational work and mutual social support. Every student group should have a place on campus.
5. The University should establish a policy of outreach for graduate students that encourages people from a wide range of ethno-cultural groups to apply.
6. The University should establish a policy that encourages prospective faculty members from visible minorities to apply, and that gives them a fair chance of being selected.

C. Action to Date

1. *University of Toronto Statement on Human Rights* was approved by Governing Council on June 25th 1992.
2. Alternative proposals are being considered.
3. Officer, Race Relations and Anti-Racism Initiatives to be appointed on dissolution of PACRRARI. Policy and practices to be developed.
4. Will be considered when the nature of the permanent office is determined.
5. Some graduate departments have practices in place, e.g. Social Work, Speech Pathology. Individual professors have done this on their own from time to time.
6. Employment equity goals for academic and non-academic staff include measures to achieve these ends. Curriculum review and broadening is ongoing in some faculties and departments.

B. As Recommended in the Wayne-Rossi Report for Medium Run Action

1. The University must inventory its teaching and research resources in the multicultural area.
2. Teaching faculty should review the materials they plan to use in their courses with sensitivity to the feelings and perceptions of minority groups.

B. Action to Date

1. Several projects have been initiated, e.g. Arts and Science Committee on Curriculum Broadening, similar committees in Faculty of Law, Faculty of Social Work, Faculty of Education, School of Graduate Studies.
2. Ongoing in several faculties including Arts & Science, Law and Social Work.

Having completed this first phase of what will be a continuing review of progress in the area of promoting anti-racism, I can say that I have not seen anything to lead me to dispute the assertion made by Wayne-Rossi that "in general, the University of Toronto is a place of civility and good manners.

Having said that, I must concede that our investigations point to the need for substantial improvement in our performance in some areas. While no one appears to be going around shouting racial epithets, certain attitudes and biases become evident when you probe just below the surface. You will see from reading my forthcoming report on the counselling and mediation activities in which I have participated over the last fifteen months that we are not free from racial and ethnic stereotyping. In fact some of the incidents suggest levels of intolerance and insensitivity which can only be described as racist.

CURRICULUM

As we developed our discussions at the Sub-Committee level and then at the level of the full Committee, we came to realize how very significant curriculum was to the analysis we were trying to conduct. The manner in which it is designed and presented and by whom, seemed to be at the heart of the issue. The student members of PACRRARI, in particular, shared the view that for many minority and aboriginal students at the University of Toronto, the academic experience was less than fulfilling. They and other members of the Advisory Committee seemed to think that there is great merit to the argument that with a more inclusive curriculum will come a more diverse faculty; and with a more diverse faculty will come the benefits of a broader discussion of issues and the possibility of a more racially and ethnically diverse student body based on the existence of a wider range of course choices. Simply put, curriculum can be the engine that should drive the institution to the level of diversity of membership which it hopes to achieve.

All students are disadvantaged by a narrow, exclusive curriculum. Not only does such narrowness and exclusivity inadequately prepare them to interact in a racially diverse society but they very often leave the academy with no greater sense of the achievements and contributions of persons from other groups. Just think of the ways in which the discussion of a broad range of issues has been affected for the better since the introduction of Women's Studies at various universities including our own. One argument that was used initially against Women's Studies was that its appeal would be narrowly focused and that it would likely politicize the curriculum. We should expect this argument to be repeated as we go forward with recommendations that the current curriculum should be transformed to include knowledge and perspectives hitherto unavailable. This argument may again surface when we speak in support of African Studies, Native Studies and the preservation of courses which focus on non-European histories and languages. The fact is that for as long as it has existed, this institution has offered courses with narrow appeal. In addition, the decision to exclude certain material from the curriculum is as much a political action as an academic position.

Students are not the only beneficiaries of an expanded curriculum. A diversification of opinion and personnel may flow from this development. The process of rethinking assumptions and examining disciplines in the light of new perspectives and ideas will encourage the kind of stimulating intellectual exchange that is so vital to faculty and student development. The networking which results will lead to the establishment of permanent contacts with other institutions which are so essential to the process of transformation.

Some areas require transformation more quickly than others because of the pivotal role the people associated with them play in our society. For example, each faculty of education in Ontario has come in for careful examination in recent months with respect to its curriculum content and admission practices. The provincial government appears

willing to undertake some programme initiatives itself in the area of teacher education. We should take the lead in supporting those policies which are intended to advance the interests of those who have been victimized by too narrow and rigid a system. Those special initiatives such as the Teacher Apprenticeship Programme which the Faculty of Education, University of Toronto, has undertaken must be preserved and enhanced.

Other faculties and departments have begun to respond to demands by instituting change. The work being done in the Faculty of Arts & Science, the Faculty of Law, the Faculty of Social Work and others is evidence of a desire to meet the needs of an applicant pool which has undergone dramatic changes in composition over the last two decades.

Before leaving the discussion on curriculum review, I should point out that PACRRARI is not proposing a challenge to academic freedom when we suggest that there is a need to review the scope and content of what we now offer our students. We recognize that the initiatives for the changes we have proposed cannot come from the central administration, but from the individual departments and from the individual professors who teach in those departments. There is a role for the central administration, however, both in the provision of incentives (e.g. funding from the Provost's office for curriculum research) and the development of a vision of what kind of university we should become.

STUDENT RECRUITMENT, ADMISSION AND SUPPORT

I stated earlier that curriculum choices and the faculty members who make them possible may well be the most significant contributors to the level of diversity which we should enjoy. But as important as the curriculum's contributions are to diversity and greater representation of groups at the University, curriculum is but one of several considerations.

We must build on the current outreach initiatives in order to attract students from all underrepresented groups. For many years all we did was provide information on programmes and costs and rely on our reputation to fill our classrooms. We even hesitated to use the word recruit. This must change. We must seek out those who are hesitant and explain why it might be in their best interests to consider us as a serious choice. To do this successfully we must go beyond mere rhetoric. We must provide an environment that is welcoming and supportive to all and we must reach out.

An example of how special effort and initiative can pay rich dividends is the success that the Director of the Office of Aboriginal Student Services and Programs and her staff have had in recruiting aboriginal students and providing support mechanisms for them while they are attending the University of Toronto. My impression is that aboriginal students have never been made to feel more welcome and we should expend similar efforts to make other groups feel a part of what is happening at the institution.

Unfortunately, it is all too often the case that visible minority and aboriginal students as well as students from economically deprived families do not enjoy a positive high school experience and as a result do not complete that phase of their education. Many of these students come to see the value of post-secondary education in their late teens and early twenties after they are confronted with the reality of how limited their options are without it.

We must continue to expand the opportunities afforded by pre-university courses and the Transitional Year Programme (TYP), in particular TYP's recently proposed Math and Science Access Programme for the educationally disadvantaged. As we develop policies within the University we must appreciate the fact that we are dealing with a clientele which has changed in composition. Two decades ago the vast majority of undergraduates entered university after high school matriculation. The percentage of students using other means has been increasing in recent times so we must provide other access mechanisms and the support services that go with them. At the same time we have to co-

operate more effectively with schools and school boards on matters of mutual concern. We have to work together to ensure that the transition from high school to university is a smooth one.

Ties must be developed with government agencies and other universities which are addressing concerns similar to our own in the hope that we can together find common solutions. In this era of shrinking budgets we should explore every opportunity to obtain supplemental funding from government for special projects which may coincide with the government's agenda. Similarly, we must encourage linkages with other universities at the provincial, national and international levels as we develop policy in common areas. The close relationship which exists between our Faculty of Education and local schools and school boards has made the Teacher Apprenticeship Programme possible and may soon make it possible to more effectively recruit teachers from visible minorities and aboriginal groups. We urgently need more partnerships of this sort. Our faculty members need to be encouraged to discuss with their colleagues at other institutions, the newest ideas and approaches affecting the participation of minority students in their disciplines. This would assist them in infusing their curricula with appropriate new material.

DEALING WITH CHANGE

To this point I have looked at improvements which will primarily benefit students. The committee has also concluded that we urgently need to look at the impact of impending legislative changes on the composition of the faculty and administrative staff at the University. In any case one very likely consequence of a move to a more diverse curriculum is that the faculty members required to teach the new elements may themselves come from diverse racial and ethnic backgrounds. The employment equity implications of advertising vacancies, establishing search committees and selecting from applicants to fill teaching positions are bound to meet resistance in some quarters where they may conflict with conventional practice.

The task of setting numerical goals for visible minority and aboriginal faculty which the Provost faces is a difficult one as her report suggests. However, the University must do everything short of sacrificing sensible standards to meet goals in this area once they have been established. The equivalent task for non-unionized administrative staff, although challenging, has been completed and we must go forward without delay to meet at least the minimum standards we have set for ourselves. I expect that in the near future we will have a provincial legislative framework which could well require that even more aggressive goals for designated group members be set by the University for all staff groups.

PERMANENT OFFICE

After having had the benefit of fifteen months of discussions with members of PACRRARI, consultations with individuals and groups both inside and outside the University and many hours of contact with individuals who have sought counselling and mediation, I have concluded that the University needs to establish a permanent office to deal with issues involving race and ethnicity. While the University of Toronto is hardly a seething cauldron of racial unrest, there is enough happening to keep an officer involved with race relations and anti-racism initiatives busy. Apart from counselling and mediation responsibilities there is the need for such an officer to participate in advancing the recommendations of the Advisory Committee's report. The incumbent should report to the President of the University.

ADVISORY COMMITTEE

I have benefited in no small measure from the advice which I have received from the members of PACRRARI. Consequently I would suggest that especially during the developmental phase of the new permanent office, an advisory committee on a

smaller scale than PACRRARI, but with similar representation, should assist the permanent officer. Funding must be made available to provide the new officer with the professional development he/she will need. Mediation skills, workshop and seminar skills and the necessity to gain knowledge of the legal implications of some of the advice that the incumbent may be required to give from time to time underline this need.

CONCLUSION

What has the University gained from the existence of PACRRARI?

Perhaps the most important benefit is the one that is most obvious. PACRRARI has been an unprecedented forum for the discussion of issues involving race and ethnicity. The practice of open meetings allowed for the full and frank discussion of issues as they were brought before the Committee such as the matter of Episkopon at Trinity College. That PACRRARI was able to help Trinity face up squarely to its responsibilities and assist in the dialogue which ensued was in itself significant. It is my belief that without the existence of a forum such as PACRRARI progress would have been much slower in this and other areas.

The discussions about Episkopon identify a sensitive area of University relations with its various federated institutions. Various institutions are federated with the University of Toronto on the basis of provincial statute or bilateral contracts. While the Governing Council of the University of Toronto asserts authority over students and staff of these institutions who are also students and staff of the University of Toronto, it does not have authority over the property and corporate life of the federated institutions or over the staff and students of the federated institutions who are not staff or students of the University of Toronto. Discussions in PACRRARI bring to light the need of the University to engage in active dialogue with its federated partners about concerns it has with respect to activities beyond its authority which nevertheless reflect on the University of Toronto. The University needs to develop the quality of its conversations with the institutions on these matters of concern, especially when new contractual arrangements are being discussed.

It has been to the University's great benefit that PACRRARI was able to attract the well-informed and committed group of people who made up its membership. This membership gave PACRRARI the credibility which it needed to be effective. We have not had unanimity on all issues which have come before PACRRARI and its Sub-Committees and should not have expected it of a forty member committee drawn from many different constituencies. It has even been difficult to agree on the appropriate terminology to be used in some instances. This is not to suggest that all members did not feel that the review which we undertook was necessary and timely. In the absence of unanimity, the recommendations which I have catalogued reflect the broad consensus of the Committee.

We encourage all members of the University community to review our report and comment as appropriate. As we develop consensus on the extent to which changes are necessary and the methods by which such changes can best be achieved, we would expect that recommendations will be brought to the attention of the relevant decision-making bodies for discussion and possible adoption.

While the main focus of our enquiry has involved matters pertaining to race and ethnicity we have made some interesting discoveries along the way. We learned for instance how important it is to Muslim students that the University of Toronto recognize and provide for their religious needs. The Provost is to be commended for the quick action she took in resolving this matter. The non-aboriginal members of our group came to understand the central importance of the Purification Lodge in the lives of members of the aboriginal community and they were gratified by the willingness of that community to share the experience of the Lodge with people outside of their group. The more the institu-

tion makes an effort to appreciate and provide for the special needs of individuals and groups in our community the more we will succeed in creating an environment in which we all can flourish and feel welcome.

The present environment is hardly an ideal one. The evidence suggests that racism is general and persistent and not just confined to the aboriginal and black communities. Although we have not made reference to racist behaviour per se in any of our Sub-Committee reports, I know from information brought to my attention for example that acts of anti-Semitism persist. I know as well that there are people on campus who make erroneous assumptions about Chinese students. I could point to further examples to illustrate the fact that members of other communities as well have problems which they would like to see addressed.

As we go forward with our recommendations we should not lose sight of the fact that some solutions will take time. However this is no reason to despair. I expect that there will be objections to some of the proposals that we have advanced and we should be prepared to present sensible and reasonable justifications for them.

We must now soberly assess the challenges that lie ahead. Accomplishments to date, laudatory as they may be, are modest in the light of what remains to be done. They represent only a beginning. Enduring and substantial change will require individual and concerted efforts from all constituencies comprising the University community. We earnestly encourage the involvement of all to create a University environment, characterized at its core by fairness, equity and social justice.

CAMPUS EXPERIENCE AND LIFE

RECOMMENDATIONS

CEL 1. We recommend that the International Student Centre (ISC) should be provided with sufficient funding to ensure the availability of at least two part-time counsellors on a continuing basis. These counsellors should preferably be from different cultural backgrounds and should be capable of doing cross cultural counselling. The availability of this service should be well publicized.

CEL 2. We recommend that Erindale and Scarborough Colleges receive financial support so that each may retain the services of a part-time counsellor trained in cross-cultural counselling. These counsellors should be encouraged to work in close collaboration with their colleagues at ISC. Again, the availability of this service should be well publicized.

CEL 3. We recommend that the farm committee of Hart House approve the location of the Purification Lodge on the site chosen as long as all environmental and regional requirements have been met.

CEL 4. We recommend that while management of the funding for the Elders-In-Residence Programme should remain with Aboriginal Health Professions Program (AHPP) or the Office of Aboriginal Student Services and Programs (OASSP), the organization of Purification Lodge ceremonies and the maintenance of the Lodge itself should be the responsibility of the Native Students' Association.

CEL 5. We recommend that the University should ascertain at the earliest opportunity if the needs of all groups in terms of scheduling accommodations for religious observances are being met. If some needs are not being met the University should make a reasonable effort to accommodate them. In some cases this enquiry could be conducted with the assistance of the Campus Chaplain's Association now that its membership has expanded.

CEL 6. We recommend that ISC should seek to

establish a higher profile for itself by advertising the services which it offers to the entire University community. This information should be available to all students at the time of registration and colleges and faculties should be encouraged to distribute the information as part of their registration packages.

CEL 7. We recommend that ISC regard the interaction of groups which have an affiliation with the Centre to be among its primary goals and that there be established at ISC a programme intended to promote inter-group activity on a regular basis on all three campuses of the University.

CEL 8. We recommend that all staff who may be called upon to deal with conflict resolution should register for the training programme in mediating conflicts which will be offered through the School of Continuing Studies in September and October 1992 in collaboration with the University of Toronto Working Group for Mediation.

CURRICULUM

RECOMMENDATIONS

CUR 1. We recommend that all academic units of the University give urgent attention, within their existing resources, to the development of curricula and other learning experiences that reflect the history, language and literature of more than just European peoples.

CUR 2. We recommend that the University provide resources for two more appointments in African Studies preferably in the area of African languages and Africans in the diaspora.

CUR 3. We recommend that once African Studies establishes a higher profile on campus as a result of the proposed appointment, that funding of the courses which provide the core of the programme be made available on a continuing basis.

CUR 4. We recommend that the University ensure the availability of a sufficient number of relevant courses to make it possible for students to take a minor in Caribbean Studies.

CUR 5. We therefore recommend that the University give top priority to the establishment and funding of the Mathematics and Science Access Programme proposed for Scarborough College as an extension of the Transitional Year Programme.

CUR 6. We recommend that the University begin immediately to tap the human and other resources available in the aboriginal community. Learned people from that community, with experience in various fields, could be brought into the University in ways analogous to those currently used; for example, to bring in practitioners in law and medicine as adjunct members of the faculty.

CUR 7. We recommend that when a search is undertaken to fill the vacancy in anthropology at Erindale College, one of the criteria should be that the successful applicant should have special competence in at least one aboriginal language so as to be capable of contributing to a Native Studies programme. The University should examine the feasibility of offering courses which could form the core of a Native Studies programme on all three of its campuses.

CUR 8. We recommend that a majority cross appointment (0.66 FTE) to Women's Studies to deal with the important area of gender, race and class be made.

CUR 9. We recommend that the Provost's office should allocate a minimum sum of \$50,000 annually for the next five years to assist in curriculum research by University departments to assist them in enhancing the geographical and cultural diversity of the University's curriculum.

CUR 10. We further recommend that the success of the initiatives undertaken to achieve this goal should be reviewed on a departmental basis by the end of the first five-year period.

CUR 11. We would recommend that the University undertake to hold a conference on the subject of curriculum review, to which other local institutions might be invited to share their experiences. A steering group should be appointed to stimulate campus wide discussion and to make recommendations.

CUR 12. We recommend that more members of the faculty should be provided with grants to undertake field trips to other institutions to see what effects recent changes resulting from curriculum review have had on those institutions and to see what new techniques and material could be applied usefully in their own disciplines. Many of the successes in this area have been realized at institutions in the U.S.A.

CUR 13. We recommend that as faculty retirements occur the University create a pool of available positions not tied to the departments from which the retirements took place. The Provost's office, with appropriate advice, would determine if new appointees should possess expertise and training which would allow them to contribute to an expanded curriculum along the lines we have discussed. The Provost's office may in some instances recommend that a new appointment be made in a department other than the one in which a retirement has occurred.

EMPLOYMENT EQUITY

RECOMMENDATIONS

EEL 1. We recommend that funding for the information and awareness training programmes as envisaged by the Employment Equity Office and the appointment of an outreach recruitment officer be regarded as top priorities by the University. Clearly both of these factors are of paramount importance if employment equity is to succeed, but we feel that if only partial funding is received it should be allocated to information and awareness training for staff.

EEL 2. We recommend that individuals whose job functions include the implementation of employment equity standards should be chosen carefully and should have a firm commitment to the goals of the policy. They should be provided with whatever additional training and support may be required to do their jobs effectively so that they in turn could motivate and influence those with whom they work on a daily basis.

EEL 3. We recommend that in devising a programme of outreach recruitment the University should draw on the wealth of resources already in place at our institution. Some members of the Management Committee for Aboriginal Programmes and Services have extensive contacts with various aboriginal communities and would be excellent resource persons when developing an outreach strategy.

EEL 4. We recommend that all interviewing panels and search committees should include persons with employment equity knowledge and experience.

EEL 5. We recommend that a monitoring system should be devised which would allow for follow-up studies of designated group member applicants who are unsuccessful in job competitions. While ensuring that we do not create false expectations, we should assist such applicants in preparing for job competitions in future by providing feedback and career counselling, especially to internal applicants.

EEL 6. We recommend that each department's progress in assisting the University in meeting its

employment equity goals should be a feature of its cyclical review.

EEL 7. We recommend that the University of Toronto should ensure that by the time Bill 79, the provincial employment equity legislation is passed, our own progress with employment equity initiatives be in line with, or even well beyond, performance standards that should be reasonably expected of our University.

INSTITUTIONAL AND STRUCTURAL ISSUES

RECOMMENDATIONS

ISI 1. We recommend that all invitations for nominations to boards and committees suggest to those responsible for making the nominations that they should contribute whenever possible to the goal of achieving a more diverse racial and ethnic membership on those bodies.

ISI 2. We recommend that all calendars should contain a common section describing the cosmopolitan nature of the University environment and the availability of the dedicated services for students from a variety of backgrounds. Appropriate pictorial representation reflecting this feature should be part of this section of each calendar. Such a section could be composed by the publications officer of the Office of Admissions and Awards in consultation with the departments and faculties affected.

ISI 3. We recommend that, especially in the case of the Outreach Programme which is run by the Office of Admissions and Awards, there should be publications directed to students from visible minorities, aboriginal communities and other underrepresented ethnic groups, to whom the Outreach Programme is directed. These publications should not only reflect the diverse nature of the student body on campus but should provide detailed information of any special support services for students who may need them.

ISI 4. We recommend that the University establish a permanent office to deal with the agenda which has been framed on the basis of discussions PACRRARI has conducted over the last fifteen months. A permanent position, Officer, Race Relations and Anti-Racism Initiatives should be established and the incumbent should report to the President of the University. The Officer would continue to investigate and mediate conflicts and disputes with ethnic and racial overtones and would assist in the advancement of the various initiatives proposed by PACRRARI.

ISI 5. We recommend that after the dissolution of PACRRARI an advisory committee comprising ten members of whom at least three should be drawn from the community external to the University of Toronto be struck to meet regularly with and advise the Officer on matters pertaining to his/her portfolio. The advisory committee will assist the Officer in reviewing and monitoring progress in all areas and in the preparation of an annual report to be presented by the Officer to the President. Group representation from University constituencies (i.e. faculty, student, administration) should be similar to the representation reflected on PACRRARI.

ISI 6. We recommend that to assist the University in monitoring progress in the areas discussed under anti-racism initiatives the Officer be required to submit an annual report with an update on the state of race relations and anti-racism initiatives at the University of Toronto. The information contained in the report would be compiled with the co-operation of those University officers who were responsible for advancing the initiatives proposed for their offices, faculties and departments.

ISI 7. We recommend that the administrative arrangements of the new office must provide for the continuing involvement of the President in taking forward proposals for consideration and approval by the governing bodies of the University. The President's commitment to progress in the area of race relations and anti-racism initiatives must be restated as often as is necessary and must be demonstrated in a manner which leaves no doubt in the minds of those charged with the responsibility of implementing policies in this area that this matter has high priority.

ISI 8. We recognize that the broad issue of harassment is being dealt with by a joint committee of the Academic Board and the University Affairs Board. We recommend that any position adopted encompass the need for a specific racial harassment provision.

RECRUITMENT,
ADMISSIONS,
AND RETENTION

RECOMMENDATIONS

RAR 1. We recommend that the Rosedale Heights project, designed to attract students from groups underrepresented at the University of Toronto, be expanded to include more schools with student populations which include high percentages of minority, aboriginal and economically disadvantaged students. The officers responsible for advancing this initiative in the Office of Admissions and Awards should work closely with the school boards in Metro Toronto and environs to identify schools which should be involved with the University of Toronto in this project and should set about forging the appropriate links with those schools.

RAR 2. We recommend that all faculties should use their resources to encourage graduates of their programmes, especially from the groups we are trying to reach, to contribute financially to bursaries and scholarships and participate in efforts to attract students from underrepresented groups and to help with the smooth transition of those students from high school to university.

RAR 3. We recommend that once the University of Toronto has forged the appropriate links with schools that have high percentages of minority and economically disadvantaged students, we make a sustained effort to develop in these students an interest in the study of science. Science Outreach Programme sessions which are specifically designed to have a lasting impact on them should be offered and should be subsidized by the institution for those students whose family circumstances make it impossible for them to participate otherwise.

RAR 4. We recommend, as we have in another section of this report, that the University provide the funding for the establishment of a University Mathematics and Science Access Programme for educationally disadvantaged adults at Scarborough College.

RAR 5. We recommend that in view of the unique opportunity which the existing Transitional Year Programme (TYP) provides to the educationally disadvantaged, the programme on the St. George Campus should increase its intake from fifty to sixty students annually.

RAR 6. We recommend that the group of support services outlined in the TYP Maths/Science proposal on page 6 of Appendix 6 should also be made available as appropriate to those students taking the existing programme on the St. George Campus. These services should extend to at least the end of the first year of any degree programme in which a TYP graduate is registered.

RAR 7. We recommend that a system of tutorials should be established to assist students registered in pre-university courses to discuss and ask questions about the material used in their courses. The University through Woodsworth College should provide financial help by way of bursaries and loans to those students who find themselves in difficult financial situations.

RAR 8. We recommend that the Faculty of Education at the University of Toronto express its support for the proposal by the Teacher Education Council, Ontario, that a "first refusal rights" policy for aboriginal and visible minority applicants be put in place for applicants who satisfy basic admission requirements.

PRESIDENT'S ADVISORY COMMITTEE ON
RACE RELATIONS AND ANTI-RACISM INITIATIVES

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	Professor Steve Dupre Department of Political Science University of Toronto		Dr. Miriam Rossi Associate Dean: Student Affairs Office of the Dean	

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			Ms. Wai Man Wong

CANADIAN CONTENT

al markers for art enthusiasts BY PETER O'BRIEN

teaches at Erindale, was tentative at first. A world-renowned authority on Van Gogh, Welsh-Ovcharov was the first non-French person invited to organize a major exhibition at a French national museum — the 1988 Musée d'Orsay show, entitled Van Gogh à Paris. However, she had never conducted such in-depth research on a living artist. In a recent interview at her office she joked that she preferred her artists "dead."

But she obviously warmed to her assignment: "I urge any art historian to work on a living artist. It is an absolutely different point of view and methodology, in some ways even more difficult because you don't have a historical perspective. I think even for Van Gogh it is still too early to have that perspective. He's only been dead about 100 years."

With her work on Pachter, Welsh-Ovcharov said she tried to keep her friendship with him at arm's length, to remove the personal connection which, although important, she felt would have been "detrimental to the book and certainly to the artist." The resulting text is a lively and enthusiastic complement to the art, which is by turns brooding, playful, jaunty, thoughtful.

Both Welsh-Ovcharov's text and Pachter's paintings make many references to Pachter's eclectic enthusiasms and energy. As well as being a painter and printmaker, Pachter has been over

the years an architectural designer, publisher, journalist and lecturer. From 1973 to 1983 he pioneered the redevelopment of Queen Street West and helped convert derelict factories into studio lofts and living spaces for artists. He refers to these as his "Ten Loft Years." Since 1977 he has lived and worked in a restored blacksmith's shop beside Grange Park. It is there he has produced many of his most important canvases including *Life Is Not a Fountain*, *The Rosedale Kiss* and *Vincent au Lit*.

His work is represented in Canadian and international collections and has been shown in 30 solo exhibitions. In 1991 a three-month retrospective of his work opened in France.

Response to the book has been mostly favourable and the launching party in October was crowded with many of Pachter's collectors, fans and supporters including a few who arrived dressed as the queen. The one notably anomalous review was by John Bentley Mays in *The Globe and Mail*, which resulted in a small flurry of letters to the editor criticizing Bentley Mays for his "splenetic," "pouting," "shrill," "sanctimonious" personal attack on Pachter.

A far more favourable response came in the form of a personal letter from Pierre Elliott Trudeau. The publishers had sent Trudeau a copy of the book — Trudeau bought one of Pachter's

flag paintings some years ago and is also the subject of several Pachter canvases. With the book Pachter included a note saying he hoped that Trudeau would not say No to the book. Trudeau responded to Pachter in a letter dated Oct. 26, 1992, referendum day: "Certainly I have no desire to say 'No'.... In fact, on this fateful day on which I write it is perhaps the only thing that I have the occasion to say 'Yes' to."

Pachter is currently at work on a variety of new paintings and projects, among them a major show dealing with Lord Simcoe to be shown at the Royal Ontario Museum next fall.

Throughout his career he has promoted and explored things Canadian, sometimes with a sense of irony, sometimes with humour, sometimes with darkness and sometimes with history. In his biographical reflections that close the book Pachter states: "I was frustrated to discover that if you promoted things Canadian, you were often ridiculed." Although there has been some ridicule over the years there has been a much healthier amount of respect and support. As Atwood says in her introduction: "His is a sophisticated art which draws upon many techniques and evokes many echoes, yet it remains strongly individual, and firmly rooted in a ground which Pachter has both excavated and cultivated himself."



Queen's Ranger I, 1984



Bogomila and Robert Welsh, 1989



Self Portrait in a Provençal Hat, 1990

"MY GRANDMOTHER CALLED ME Charl because she thought Charles was plural.

My parents, Canadian-born children of Eastern European Jewish immigrants, grew up in downtown Toronto during the Depression. After the war, they moved into their first house in a middle-class, mostly Anglican north Toronto neighbourhood.

1947: At four, I was chosen to play a lost boy in a National Film Board movie about the Canadian National Exhibition. I shook hands with Prime Minister Mackenzie King, got kissed by "Canada's Queen of the ice blades," skater Barbara Ann Scott, and got my first close-up look at a pet moose and its owner, Quebec woodsman Joe LaFlamme. At an early age, I got the illusory impression that Canadian meant glamorous."

1950-60: I drew and painted in my bedroom, and in a fort I constructed in the backyard. Later I created my first studio — "The Pad" — in a musty attic, which I discovered through a trap door in the ceiling of my bedroom closet.

Two things my mother said to me were, "The trouble with you is you think too much," and "if you want to paint, paint the bridge chairs."

HELP FOR WORLD HEALTH

Student project in the third world opens hearts, minds of volunteers

By DAVID TODD

CARRIE BEALLOR COULDN'T GET USED TO the part about the needles. Every patient who visited the government-run health care clinic where she worked in rural Bali received an injection of some sort: it seemed the only way to convince people that they would really get better. The doctors and nurses on staff usually just administered a dose of vitamin B-complex. The trouble was, they would use the same needle over and over again without bothering to wash it before injecting the next patient. As many as 70 people might be treated with the same needle.

Beallor, who had only recently finished her first year of medical school at U of T, tried tentatively to warn clinic staff about the dangers of transmitting AIDS and other infectious diseases but she didn't get very far. In the first place, they told her, it would cost far too much to use a new needle on every patient. And in the second place, they said, diseases like AIDS simply aren't a problem in Indonesia. The government has in fact flatly refused to acknowledge that AIDS exists there at all.

It was, unquestionably, the most alarming discovery that the young medical undergraduate made during her 12 weeks in Indonesia last summer. But it represented only the smallest fraction of what she actually learned. In addition to spending a month at the rural clinic, she worked for two weeks in the obstetrics and gynaecology department of a hospital in Denpasar, Bali's largest city, and later in a small family-planning clinic on the island. Much of the time during her stay was spent interviewing women for a survey on birth control and related family-planning issues. And by the end of the summer she had met at least one of her major goals: to begin to understand the complexities of the Indonesian health care system. "You can't appreciate it unless you're there," she says. "So much of what goes on with health care is related to culture and attitudes and politics."

CARRIE BEALLOR IS ONE OF 29 UNDERGRADUATE medical students from the University who travelled overseas during the summer, working in such countries as Indonesia, South Africa and Cambodia, as part of U of T's International Health Program (IHP). Just four years old, IHP is a student-run charitable organization — Beallor is one of the coordinators — that provides opportunities for first- and second-year medical students to do summer electives in developing countries. Geoff Ibbotson, the soft-spoken third-year student who serves as principal coordinator, says the aim is to raise student awareness of international health issues. "Until you go overseas and get some firsthand experience in international health," he explains, "it's difficult to get a full understanding of the problems and needs of health care systems in developing countries."

Since 1989, when six students travelled abroad, the program has been growing rapidly — a reflection of the steadily increasing interest in international health both within U of T and throughout the Canadian university community. That interest was evident in November when close to 300 people packed the medical sciences auditorium on a rainy evening for IHP's annual International Health Night, a dinner and series of talks on health care in the developing world.

A number of Canadian universities including Ottawa, Queen's and Alberta have overseas elective programs. At U of T IHP organizers provide participants with the names of contacts at hospitals and clinics abroad that might be able to accommodate students and help with orientation; faculty members supply advice and direction. Each student is expected to put together a proposal for a research project that he or she can conduct at that location, along with an application for funding. The Faculty of Medicine and its alumni association make scholarships available for students as does the Ottawa-based International Health Exchange Program.

Students who spend a summer working in a developing country, Ibbotson suggests, often find on returning that they are

international health."

Second-year medical student Elizabeth Urbantke, for one, was sufficiently impressed by her experiences this year to consider some kind of long-term involvement in developing-world health care. Urbantke spent the summer working at a rural hospital in the republic of Transkei, one of South Africa's black homelands — an experience that taught her the degree to which health problems there stem directly from the political, social and economic turmoil of the region. It is possible, Urbantke says, that as a physician she might end up dividing her time between North America and the developing world, working abroad regularly for several months at a stretch. "I'm definitely interested in pursuing it further."

It's important for U of T to be fostering this kind of interest in international health, Keystone argues, because the institution at present doesn't have a strong reputation for helping to improve health care in third world countries. Though many individuals and small groups of faculty are involved in particular overseas projects, the University is seen as lacking an institutional commitment to developing-world health — in contrast to others such as McGill, which since 1987 has operated a major primary health care project in Ethiopia. Professor John Hastings of the Department of Health Administration, another faculty member with an interest in this area, says the Faculty of Medicine, like the University as a whole, has tended to show greater interest in links with the highly industrialized countries of western Europe and the Pacific Rim. "Developing-world stuff is seen as a charitable donation of time rather than a mutual learning opportunity."

THOUGH HIGHLY REGARDED WITHIN the medical faculty, IHP is not without critics. Professor Richard Osborn of the Department of Preventive Medicine & Biostatistics, who has worked extensively in the developing world, worries that students taking part in the program pose "an intolerable burden" for the underfunded and short-staffed institutions overseas. First- and second-year medical undergraduates, he says, lack the necessary clinical skills to make any useful contribution during their stay. Ibbotson and Keystone, however, argue that there are benefits to both sides from any cross-cultural exchange.

Until now, the program has been organized on something of an ad hoc basis, depending heavily on the initiative of a few student leaders such as Ibbotson. But this year, for the first time, faculty members in medicine have become formally involved, sitting with students on a newly formed advisory committee. Members of this group are now looking closely at some of the issues crucial to the future of IHP such as the possibility of developing ongoing relationships with particular health care facilities overseas and making the program a formal part of the medical curriculum. Bringing faculty members aboard will give IHP one of the elements it most needs — stable leadership. There's no doubt in Ibbotson's mind, however, that the energy and dedication of students will remain the International Health Program's driving force. "I'm sure there'll be others in future who'll have the same vision I have now," he says. "That's what will keep it going."



Geoff Ibbotson visits a patient at Mother Teresa's Home for Dying & Destitute in Calcutta, India.

better equipped to bridge the cultural divides that can separate doctors from their patients — a valuable quality in an increasingly multicultural society. The point was illustrated for him in a small way shortly after he returned from his stint at the national paediatric hospital in Phnom Penh, Cambodia, this past summer. "I was working in an ophthalmology clinic here in Toronto with a Vietnamese patient who was very nervous. So I asked him where he was from and told him that I'd just got back from Cambodia. He got excited and we started talking about Cambodia and Vietnam. It broke down a barrier. If we can start doing that, little by little, then it helps with doctor-patient relationships."

The principal goal of the program, however, is not to help produce better doctors for Canada. Professor Jay Keystone of the Department of Medicine, a faculty member who has lent considerable assistance to IHP, says the main purpose is to expose students to the nature of health care delivery in the developing world "in the hope that some of them — even if it's a small percentage — will go on to embark on a career in

SPOTTING THE BAD APPLES

Medical schools should evaluate attitudes and communication skills

From a speech given by Dr. Michael Dixon, registrar of the College of Physicians & Surgeons of Ontario, to a workshop of Ontario faculties of medicine Oct. 19:

THE COLLEGE PERIODICALLY DEALS WITH RECENT graduates who are found to have deficient clinical skills or problems related to professional conduct. On looking at their evaluations during internship there is often evidence of previous concerns.

For example, the evaluations of one trainee varied on different rotations from excellent in all 10 categories to fair in two and poor in three with a full page of carefully recorded observations and concerns about attitude and insensitivity appended to one assessment. However, no action was taken and a licence was granted. Subsequently the physician was convicted of sexually abusing patients.

As public institutions, medical faculties must accept that it is their obligation to assess students and trainees — not only their knowledge and clinical skills but also their suitability for future medical practice. I am not sure to what extent faculties explicitly accept and endorse this responsibility. The notion of the educational institution as only a purveyor of knowledge and skills is certainly not uncommon among clinical teachers.

I think it is fair to say that until recently the non-cognitive skills associated with medical practice have not been emphasized, taught or systematically evaluated in our medical schools and post-graduate clinical programs. I suggest that faculties of medicine have an obligation to give greater emphasis to non-cognitive skills and attitudes both in the selection and in the training of future medical practitioners.

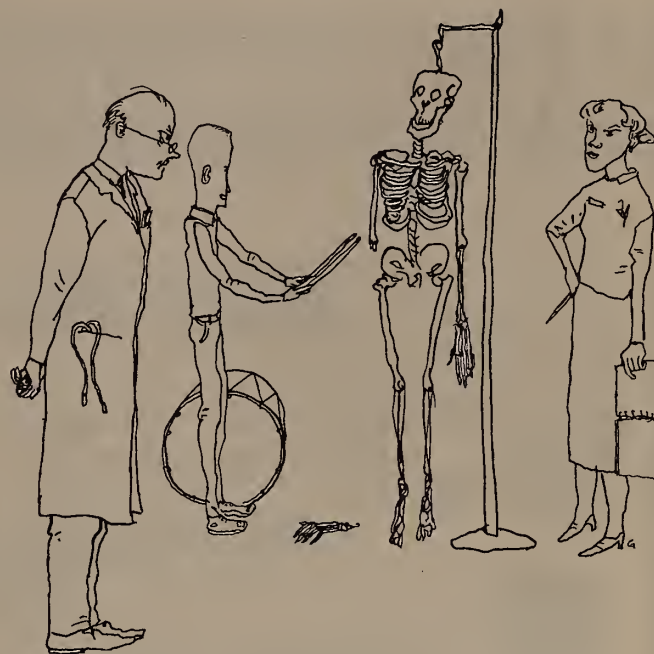
There is general agreement today that not only are communication skills very important but they can also be taught and evaluated effectively. Similarly the recent task force report on

sexual abuse of patients has emphasized the need to teach students about the dynamics of the patient-physician relationship and the appropriate examination of patients. The need to foster in trainees a caring and responsible attitude towards patients is perhaps even more important now that the Supreme Court of Canada has held that the physician-patient relationship is a fiduciary one of trust.

Perhaps the most challenging aspect of the entire process of identifying objectives, educating students, performing evaluations and providing feedback is convincing teachers to actually make realistic decisions about the performance of borderline or frankly deficient students. I am convinced this is the basic problem that leads to the failure to deal with a problem student at a time when either remedial action can be taken or the student dropped from the program. It seems that all too often the definitive decision is not made and the matter is allowed to drift until it is too late for corrective action or until it is much more difficult to deal with the matter.

I can only speculate as to the causes of the reluctance to deal with the problem student. While it is always easier to defer a difficult decision than to deal with it promptly, I suspect that other factors come into play. Assuming there is adequate observation of and interaction with the students and that attempts are made to regularly evaluate their progress, then one can only assume that evaluators simply don't trust their own judgements or are unwilling to accept the aggravation associated with a challenge to their decision.

If the problem is uncertainty about making subjective assess-



GAIL GELTNER

ments, teachers must be reassured that if they follow an evaluation protocol, their judgements are valid and essential. If the problem is fear of an appeal, faculty should be informed that carefully made decisions at the appropriate time on the basis of clearly stated expectations will be supported. When a structured evaluation system is in place, educators must learn to trust their judgements about the performance of students and trainees and to deal with deficiencies promptly and appropriately.

PROFILE

FOOT STEPS IN THE RIGHT DIRECTION

Universities need to raise teaching profile, says fellowship recipient

BY SUZANNE SOTO

DAVID FOOT'S FATHER WAS VERY ILL AND the Department of Economics professor admits, two years later, that he was a "basket case."

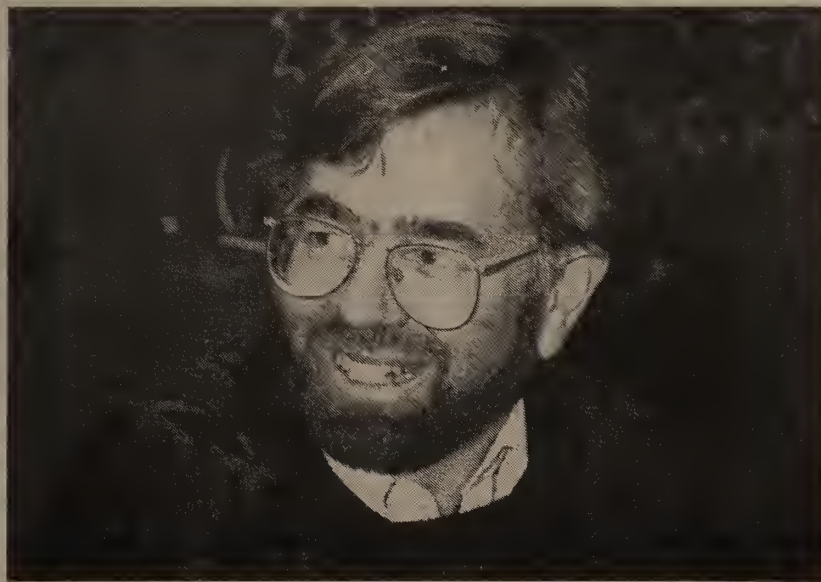
Foot, who was teaching three courses at the time, says he was easily distracted and inattentive to his students. When his father appeared to be near death, Foot was urgently called to his side in Australia. Before leaving Canada he decided that his students deserved an explanation for his less-than-stellar performance and impending absence.

"I told them it was important for me to get home for a week because it looked like my father was dying," he recalls. "I also told them that I knew these personal problems had been dominating my head and I apologized. I wanted their understanding, not their sympathy."

He got both. Many students expressed their best wishes and later their condolences. Others chose end-of-term class evaluations to commend Foot on his professionalism and honesty. "I got tremendous ratings at the end of that term."

Foot has been receiving high praise from students for many years — probably since he began teaching macroeconomics and econometrics at U of T nearly 20 years ago. The Anti-Calendar — a student guide to courses and instructors published yearly by the Arts & Science Students' Union and based on end-of-term evaluations — has consistently called him "one of the most talented and inspirational instructors at U of T." He has also been described as being "concerned about his students, very approachable and never, ever giving a boring lecture."

Throughout his career Foot has collected a number of teaching awards including a recent 3M Fellowship for Excellence in University Teaching given by the Society for



Teaching & Learning in Higher Education. The society cited him for "his ability to communicate, his preparedness and organization, his encouragement of independent thinking and his success in bringing real-life examples into the classroom."

His love of teaching stems from his undergraduate days at the University of Western Australia, he says. The excellent education he received there instilled in him the desire "to give some of it back." But he also credits his success to his treatment of students as intelligent adults as well as to his enthusiasm. "When a student can see that you're enthusiastic, it's likely to rub off on them and the better they'll do," he says. "And that is what education should be doing. It should be bringing out the true potential of each and every individual student."

Lately Foot has been making a name for himself outside the classroom. His extensive research into population aging and its effect on all segments of the economy has resulted in several books and made him a sought-after speaker and "darling" of the Canadian media. His theories and ideas on aging have been heard by diverse audiences from Vancouver to St. John's and profiled in many publications.

Born in England and raised in Australia, Foot came to Canada in 1971 after earning his PhD in economics at Harvard University. He deliberately chose this country because he loved its natural beauty and its political and social "humanity" and efficiency. "I've never regretted not going back to Australia," he says in a voice that still carries a strong Australian accent and is marked by a tendency to end every other sentence with "Awwright?"

But while he may not have regrets about Canada, Foot says he is disappointed with the way most professors who are fiercely proud of their teaching have been treated by the Canadian university system. Good teaching, he says, remains the most grossly undervalued skill in universities across the country; research has been the most important consideration for decades. "I don't really mind the emphasis on research," he explains. "But it's almost as if our research has to be twice as good if we also care about our teaching."

Foot hopes that as more students and members of the public continue to demand quality in education, universities will finally realize that "international-class teaching" is as crucial to their future as international-class research. "We have been neglecting teaching for at least a decade," he notes. "We've got to do something about it, and quickly."

HOWA FANIAN



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Happy Holidays

EVENTS



LECTURES

**Professional Harmony as a
Microcosm of World Harmony:
Perspectives on One Profession's
Experience as a Model.**

MONDAY, DECEMBER 14

Prof. Colin L. Soskolne, University of
Alberta; UC lecture in peace studies. 240
University College. 8 p.m. *UC and Science
for Peace*

SEMINARS

**Cloning of the Fanconi Anemia
Gene by Functional
Complementation.**

MONDAY, DECEMBER 14

Prof. Manuel Buchwald, Department of
Molecular & Medical Genetics. 4279
Medical Sciences Building. 4 p.m.
Molecular & Medical Genetics

**A Murine CDC25 Homolog: A
Putative Regulator of RAS.**

TUESDAY, DECEMBER 15

Luping Chen, Department of Molecular
& Medical Genetics.

**The Cloning and
Characterization of the Mouse
CFTR Promoter.**

Richard Rozmahel, Department of
Molecular & Medical Genetics. 4279
Medical Sciences Building. 2 p.m.
Molecular & Medical Genetics

**Algorithms and Complexity
Results for Broadcasting
Problems with General
Transmission Times.**

WEDNESDAY, DECEMBER 16

Prof. Nicholas G. Hall, Ohio State
University. 211 Rosebrugh Building.
3 p.m. *Industrial Engineering*

**Fuzzy Cluster Analysis of
Molecular Dynamics
Trajectories.**

MONDAY, DECEMBER 21

Heather Gordon, NRC, Winnipeg. 4279
Medical Sciences Building. 4 p.m.
Molecular & Medical Genetics



MEETINGS & CONFERENCES

Governing Council.

THURSDAY, DECEMBER 17

Council Chamber, Simcoe Hall. 4:30 p.m.

Academic Board.

THURSDAY, JANUARY 7

Council Chamber, Simcoe Hall. 4:15 p.m.

Business Board.

MONDAY, JANUARY 11

Council Chamber, Simcoe Hall. 5 p.m.

MUSIC

TRINITY COLLEGE

Choral Evensong.

WEDNESDAY, JANUARY 6

Trinity College Chapel Choir; Robert
Bell, director. Trinity College Chapel.
5:30 p.m.



EXHIBITIONS

**JUSTINA M. BARNICKE
GALLERY, HART HOUSE**

To DECEMBER 17

Ontology of the Dead.

Jack Burman, photographs. East Gallery.

Martin Pearce.

Recent paintings. West Gallery. Gallery
hours: Monday and Friday, 11 a.m. to
6 p.m.; Tuesday to Thursday, 11 a.m. to
8 p.m.; Saturday and Sunday, 1 to 4 p.m.

**SCARBOROUGH COLLEGE
Honourable Burdens/The**

Mourning After.

To DECEMBER 18

Eva Ennist, mixed media. The Gallery.
Gallery hours: Monday to Friday, 11 a.m.
to 4 p.m.

**SCHOOL OF ARCHITEC-
TURE & LANDSCAPE
ARCHITECTURE**

**Abstracting the Landscape: The
Artistry of Landscape Architect**

A.E. Bye.

To DECEMBER 18

An interpretive exhibition of the land-
scapes of A.E. Bye; organized by
Pennsylvania State University; co-spon-
sored Baker Salmona Associates Limited
and Basciano-O'Connor Landscape
Architects. The Gallery, 230 College St.
Hours: Monday to Friday, 9 a.m. to 5 p.m.

**THOMAS FISHER RARE
BOOK LIBRARY**

Please, Sir, I Want Some More.

To FEBRUARY 12

Exhibition of the works of Charles
Dickens; books and manuscripts, pam-
phlets and broadsides from the collection
of Dan Calinescu, celebrating the 150th
anniversary of Dickens' visit to Toronto.
1st and 2nd floors. Hours: Monday to
Friday, 9 a.m. to 5 p.m.



MISCELLANY

**Risks, Roles and Rounders: Out
Lesbians in Toronto**

MONDAY, DECEMBER 14

Elise Chenier, York University; lesbian
and gay academic forum. Combination
Room, Trinity College. 7 to 10 p.m.
Lesbian & Gay Studies

Brown Bag TACT

TUESDAY, DECEMBER 15

Seminar and information exchange on
TACT (Textual Analysis of Concept &
Time) for present and potential users.
Centre for Computing in the Humanities,
14th floor, Robarts Library. 12 noon.
Computing in the Humanities

DEADLINES

Please note that information for Events listings
must be received in writing at The Bulletin
offices, 21 King's College Circle, 2nd floor, by the
following times:

Issue of January 11, for events taking place
Jan. 11 to 25: **MONDAY, DECEMBER 21.**

Issue of January 25, for events taking place
Jan. 25 to Feb. 8: **MONDAY, JANUARY 11.**

CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope.

ACCOMMODATION RENTALS AVAILABLE —METRO & AREA—

Annex, Madison. Two attractive apartments in private, quiet, smoke-free home; own entry and intercom; laundry facilities available. Both one-bedroom: main floor (\$990 + hydro); lower level (\$790 + hydro). Short walk to campus, subway. 927-0806.

St. Clair Avenue. Fully furnished 2-bedroom house. Renovated, cable, laundry, linen. Close to TTC, stores. Short- or long-term. \$1,100 (negotiable). 604-1107.

Comfortably furnished self-contained apartment in large home for 1-6 persons. 10 minutes to U of T. Weekly or monthly rates available. Ashleigh Heritage Home, 535-4000.

5-bedroom, 1 1/2-bath, 3-storey house, appliances, front-yard parking, available January 1 at 8 Boswell Avenue (Avenue Road & Bloor area). \$1,300 per month. Yearly lease required. Call (919) 732-2071.

Jane/Bloor. Furnished, very large, newly renovated, clean apartment. Laundry, separate entrance, backyard, minutes to subway. No smokers, no pets; quiet person please. \$800/month utilities included. 767-5654.

Bay/Bloor Manulife Centre. Luxury, furnished, large one-bedroom apartment. January — May. \$990. No pets, non-smoker, parking available. Please call 921-6750, 9-10 a.m. and after 7 p.m.

St. George/Bloor. Fully furnished condominium apartment, 2 baths, parking, landscaped patio, TV, VCR, stereo, microwave, dishwasher. Ideal for short-term rental. January 1 to May 21, 1993. \$1,200 monthly including utilities. 921-1672 or (514) 938-0168.

2-bedroom, 1-bath apartment in High Park, newly decorated, fully furnished, indoor parking. Available from January 1 to June 30, 1993. Ideal for academic. Call 247-5884.

Location, location, location! Sussex/Spadina, one block below Bloor, 5 minutes from Robarts. Small turn-of-century building with character. 2-bedroom, top floor available. Generous main room with big windows, tall ceiling. Small deck. Existing tenants are very quiet, mature, responsible, hard-working, non-smoking, musicologists, writers, scholars. Ideal for professional person or pair who require similar circumstances. \$850. 929-0135.

St. George campus is 5-minute walk from a nice 2-bedroom, 2-bath, furnished apartment. Fully equipped with linens, dishes, etc. \$1,200 inclusive. Available January 1 up to 2 years. 961-9391 or (705) 324-3296.

Saboatical house, 10-11 months from September 1993. 12-minute walk to Port Credit GO station, between Lakeshore and lake. Ideal for family: 6 bedrooms, large kitchen, family, living, rec rooms. 20-minute drive downtown. \$1,400 monthly. 271-3170 daytime, Monday, Wednesday, Friday.

West Annex, short-term sublet. Near University, subway, shopping, parks. 3-bedroom house, fully furnished/renovated. March — August 1993. Reasonable rent to good tenants. All appliances, two full baths, backyard, deck. Debra/Case, 532-7000.

Short-term apartments. Annex. One-bedroom and bachelor units. Fully equipped,

quiet, immaculate, smoke- and pet-free. Parking and laundry facilities. Walk to U of T within minutes. \$300 per week. Phone 967-6474.

Unfurnished 1-bedroom basement apartment for rent in Beach area, right on bus stop, separate entrance. Parking & utilities are included. Rent is negotiable. Call in daytime 978-2139, 698-7886 after 6 p.m.

Lawrence/Avenue Road. Charming home, 2 bedrooms, den, 3 baths, furnished, fireplace, sun-deck, parking for 2 cars, near transit. Ideal for professor/faculty. Available March 1 — June 30, 1993. Call 781-5012.

House, detached, 3-bedroom, fireplace, hardwood floors, beautiful eat-in kitchen with deck to secluded garden, washer/dryer, gas stove/heat. Close to U of T, Kensington. Cats OK. January 1. \$1,350 + utilities. 469-0889.

Downtown luxury bachelor condos, furnished/unfurnished, lake view on high floors, solarium, 24-hour security, free recreation and fitness facilities including aerobics classes, squash, movies, computer, study facilities. \$725-\$850 inclusive. Laura Hill, ReMax Hallmark, 365-1394.

Huron/Sussex area, steps to campus. Large, cosy, self-contained, 2nd-floor studio apartment. \$775 monthly all-inclusive. Totally renovated, Victorian charm but with modern conveniences: sauna, fireplace, hardwood floors, etc. Must be seen to be appreciated. References, first & last months' rent required. Available as of February 1, 1993. Call for appointment, 971-6094.

2 very large apartments: 1-bedroom, 2-bedroom. Both feature living-room, dining-room, decks, big backyard, fireplaces, laundry, built-in closets, bookshelves, parking. 2-bedroom features 3rd-floor bedroom with huge rooftop deck, solarium. Close to U of T, subway. Available January 1. 1-bedroom: \$850/month + utilities. 2-bedroom: \$1,200/month + utilities. 362-7026.

Sabbatical rental, furnished 4-bedroom North Toronto house (Yonge/Lawrence) close to subway, schools (including French immersion), shopping. Convenient to Glendon College, York University, U of T. Available August 1, 1993 to July 31, 1994 (negotiable). \$2,000 monthly plus utilities. Call 482-1326.

ACCOMMODATION RENTALS REQUIRED

Weekly commuters: Is your downtown Toronto house or apartment vacant most weekends? University of Waterloo professor wishes to rent at weekends. Keith Sharp, (519) 888-4492 (days), (519) 725-2304 (evenings).

Paris rental required. An academic couple on sabbatical leave looking for inexpensive, fully equipped and conveniently located accommodation in Paris, for 4-5 months, starting February or March 1993. Exchange possible. 665-6380 (H), 923-6641 (W).

ACCOMMODATION SHARED

Luxury townhouse to share. Bloor/Bathurst. 3/F suite with 4pc + Jacuzzi & deck. Air, laundry, large kitchen & dining to share. Non-smoker & no pets. January 1. \$750 inclusive. Lily Lee. 588-9078.

2-bedroom apartment to share. Broadview/Danforth area. 2nd & 3rd floor of a house. \$450/month + utilities. Available immediately. Call Pat, 461-2211.

Danforth and Broadview. Fully renovated house to share. Ideal for visiting professor or doctoral student. TTC 15 minutes to U of T. Entire third-floor — 2 furnished rooms, skylights, minibar, air cond., \$550. Also 9x12 furnished bedroom/office with private deck over backyard, \$375. All appliances, fireplace, yard. Street parking. Non-smoking, pet-free, organized, quiet. Includes maid/utilities. Available immediately. Will barter some rent for French lessons. Call Ken Shepard, Ph.D. 463-0423.

ACCOMMODATION OUT OF TOWN

To rent: 4 miles north of Bolton — an hour's drive into Toronto — The Manors of Cedar Mills. Large, elegantly maintained, 4 bedrooms, 3-car garage, on prime 2 plus acres. Tel. evenings & weekends (416) 880-0496.

ACCOMMODATION OVERSEAS

Sabbatical in Avignon. Ancient farmhouse, superb views, secluded but not isolated. 4 bedrooms, 2 bathrooms (master en suite), 2 living-rooms. Fully equipped and furnished (colour TV, stereo, etc.) 800 metres along a country lane to a super 2-room schoolhouse. Many satisfied academic users and truly bilingual children. Available September 1, 1993 through June 30, 1994. \$1,250/month. 978-8637.

BED & BREAKFAST

Windsor, Ontario. Bed and Breakfast near U of W. \$45 single, \$50 double. Quiet, antique furnishings, full breakfast. Call (519) 256-3937.

Deer Hollow Country Inn. How about a Christmas break amongst the pines, high on a mountain overlooking a lake, just three hours from Toronto. Enjoy the comfort of a spacious and luxurious tri-level suite complete with king-size brass bed and soothing two-person whirlpool. A bed and breakfast getaway in Naples, New York. Reservations, Toronto line, 960-5405.

Annex. Award-winning English Corner House. Immaculate, quiet, smoke- and pet-free. Comfortable reading rooms. Healthy breakfasts. Parking. Walk to U of T, ROM within minutes. \$60 single, \$75 double. Phone 967-6474.

HOUSES & PROPERTIES FOR SALE

Bloor/St. George. One-bedroom and bath, 3 appliances, west balcony, park view, includes parking, \$220,000. Two bedrooms, two baths, s.w. corner balcony at tree level, indoor and outdoor parking, \$259,000. Prime location. Please call Mary Cooper, Chestnut Park Real Estate Limited, 925-9191.

Beautifully restored Victorian on prime Annex street. Wonderful entertaining space.

Gracious hall, large rooms, 5 fireplaces, new kitchen, 4 bedrooms, study, 3 baths, private drive, detached! House radiates character & charm. Landscaped fenced garden, large lot. \$499,900. Ulrike Hastings, Sales Representative, W.H. Bosley & Co. Ltd., Realtor. 322-8000.

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MISCELLANY

Victoria B.C. Real Estate. Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

ACCENT NEED ADJUSTMENT? Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 1500 satisfied graduates. Now in its 8th year. Gandy Associates. 767-6691.

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Psychologist providing individual, group and couple therapy. Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

Violet B. Head, Registered Psychologist. Individual and group psychotherapy, art therapy. Specialties: depression and substance abuse problems. Most U of T benefit packages cover psychology. 200 St. Clair Ave. W. at Avenue Rd. 922-7260.

European student, male (30), would like to care for elderly or young, evenings or weekends, in exchange for room and board (basement OK). Excellent references. Please contact Arthur c/o 978-3387.

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Attention marketing students. Have fun and generate cash by marketing personal security products. Shoppers Network. Tel. (416) 895-0521, 9-5 p.m.

Daycare spaces available. George Brown College Lab Schools has immediate openings for childcare. Ages ranging from six weeks to six years of age at eight convenient downtown locations. Quality programs, low teacher/student ratios, hot meals and competitive rates. For more information or tour, please contact Sue Feltoe at 867-2414(5).

To December 23

SIGMUND SAMUEL LIBRARY AND SCIENCE & MEDICINE LIBRARY HOURS

Monday to Thursday
8:30 a.m. to 11 p.m.
Friday, 8:30 a.m. to 6 p.m.
Saturday, 9 a.m. to 10 p.m.
Sunday, 1 to 10 p.m.

ROBARTS LIBRARY HOURS

Monday to Friday
8:30 a.m. to midnight

Saturday, 9 a.m. to 10 p.m.
Sunday, 1 to 10 p.m.

THOMAS FISHER RARE BOOK LIBRARY HOURS

Monday to Friday
9 a.m. to 5 p.m.

V.W. BLADEN LIBRARY SCARBOROUGH COLLEGE

Monday to Thursday,
8:45 a.m. to midnight
Friday, 8:45 a.m. to 5 p.m.
Saturday, noon to 6 p.m.
Sunday, 1 to 8 p.m.

ERINDALE COLLEGE LIBRARY

Monday to Thursday,
8:45 a.m. to 11 p.m.
Friday, 8:45 a.m. to 5 p.m.
Saturday, 10 a.m. to 5 p.m.
Sunday, 1 to 9 p.m.

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Burns Night

Friday, January 22nd, 1993
Reception – 6:30 p.m. Dinner – 7:30 p.m.

Address to the Haggis by Professor Stewart McLean

MENU

Relish Tray
Scotch Broth Haggis
Prime Rib of Beef
Trifle
Coffee Tea Sanka

\$24.95 + 15% S.C. + 7% GST + 8% PST

Once again Ernie will be our D.J. for the evening

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The Hannah Seminar for the History of Medicine

❧ Winter Programme ❧
4:00 - 6:00 p.m.

Wednesday, January 13, 1993

Prof. John P. Wright

Hannah Visiting Professor
University of Western Ontario
*"Psychosomatic Illness in the
18th Century"*

Location:

Microbiology Reading Room 237,
FitzGerald Building, 150 College St.

Wednesday, February 10, 1993

Prof. Mark Micale

Department of History
Yale University
*"Henri F. Ellenberger and the
Origins of European
Psychiatric Historiography"*

Location:

Microbiology Reading Room 237,
FitzGerald Building, 150 College St.

Wednesday, March 17, 1993

Ms. Alison Li

Ph.D. Candidate
University of Toronto
*"Patents and Patrons: J.B.
Collip and the Development
of Emmenin"*

Location:

Dean's Conference Room,
Medical Sciences Building,
1 King's College Circle

Wednesday, April 14, 1993

Prof. Vanessa Gamble

Department of History of
Medicine
University of Wisconsin
*"Race and Gender in the History
of Medicine, with the Example
of Black Women Physicians"*

Location:

Dean's Conference Room,
Medical Sciences Building,
1 King's College Circle

Light refreshments served.

For further information, contact Prof. Edward Shorter, 978-2124

Made possible through the financial support of the Hannah Institute
for the History of Medicine



GOVERNING COUNCIL ELECTION 1993

Nominations open

January 11th, 9 a.m.

Nominations close

January 22nd, noon

Positions

4 teaching staff seats
(A&S Soc Sci; Erindale;
Education & Lib & Info Sci;
Prof Faculties)
4 full-time undergraduate
student seats
2 part-time undergraduate
student seats
2 graduate student seats

Governing Council is composed of 50
members including the President, the
Chancellor, 16 government
appointees, 12 teaching staff,
8 alumni, 8 students, 2 administrative
staff and 2 presidential appointees.
Council and its Boards are responsible
for approval of such items as:

- academic and incidental fees
- establishment of new academic
programs
- major admissions and awards policy
- the University's budget
- campus planning and capital
projects
- personnel policies
- campus and student services

Information and nomination forms are
available from

Susan Girard
Chief Returning Officer
Room 106 Simcoe Hall
978-6578

RESEARCH NOTICES

For further information and application forms for the following agencies, please contact ORS at 978-2163 except where indicated.

HUMANITIES & SOCIAL SCIENCES CANADIAN SOCIETY FOR THE STUDY OF HIGHER EDUCATION

CSSHE has called for nominations for its annual research award. This award recognizes distinguished contributions to research in Canadian post-secondary education and is given to a practising scholar in mid-career with an established reputation. Deadline is January 31.

INSTITUTE FOR INTERNATIONAL PROGRAMS

IIP has announced the third round of the initiative fund. Proposals are invited for international activities that will enhance learning and research in the University, be continuing and self-sustaining, foster cooperation and partnership within the University, provide bridges to outside organizations, contribute to the University's institutional objectives and partnerships and attract further financial support. Projects will be for a one-year period to a maximum of \$10,000 for direct costs only. Further information and application forms may be obtained from IIP at 978-1870. Deadline is January 29.

SOCIAL SCIENCES & HUMANITIES RESEARCH COUNCIL

SSHRC will fund up to three summer institutes in 1993. An international summer institute may be held anywhere in Canada and must be organized by a Canadian university. Each summer institute should involve a maximum of 50 people including speakers, discussion leaders and participating senior and junior researchers, scholars and graduate students from Canada and at least two other countries. The first stage is a letter of intent of no more than three pages in length. Interested investigators are reminded that the usual University application and signature requirements apply. Formal application is by invitation only. Deadline for letters of intent is January 15.

UNITED STATES INFORMATION AGENCY
Under the university affiliations program USIA funds trilateral links between US, Canadian and Mexican universities. Support is provided for travel expenses and per diems for Canadian graduate students and faculty members to visit US universities to teach and/or conduct research. Support is also provided for travel expenses and per diems for US personnel to visit Canadian or Mexican universities. Each institution is expected to maintain full salary and benefits for faculty members participating in the program. Eligible disciplines include: the humanities and arts, comparative education and culture, environmental studies, economics and international business and trade. The application must be submitted by the US partner institution. Each partner is expected to contribute substantial in-kind resources and the application must be accompanied by a letter of endorsement from the president of each institution. Once internal approvals are obtained, the proposal must be submitted to IIP by January 4. Details are available from IIP (978-4168).

MEDICINE & LIFE SCIENCES ABBOTT LABORATORIES

The young investigator award is given annually to an untenured scientist with less than 7 years research experience and engaged in cancer research having potential application to the screening, diagnosis or monitoring of cancer. The value of the award is \$20,000 US per year for two years for the direct costs of the research. There are no citizenship requirements. Deadline is January 31.

AMYOTROPHIC LATERAL SCLEROSIS SOCIETY OF CANADA

The society offers funding for basic research into amyotrophic lateral sclerosis and into AIDS testing those suffering from the disorder. Research projects must be directed towards a defined goal and may include collaboration with others. Deadline is January 31.

CANADIAN RED CROSS SOCIETY

The research and development program of CRCS offers support in all areas of collection, testing, processing and therapeutic use of blood and blood products. Funds are available for career development fellowship awards, tenable at Canadian Red Cross blood service centres only. Applications are made through and with the support of the medical director of the blood services centre at which the applicant intends to work. The application procedure and administration of the fellowship rests with the chosen blood services centre. Deadline is January 15.

HANNAH INSTITUTE FOR THE HISTORY OF MEDICINE

The institute offers 10 undergraduate summer studentships annually for support of Canadian research on significant issues related to the history of medicine and are tenable at universities across Canada with faculties of medicine. Deadline is January 20.

INTERNATIONAL UNION AGAINST CANCER

The Yamagiwa-Yoshida memorial international cancer study grants are offered for established bilateral research projects abroad that exploit complementary materials or skills including advanced training in experimental methods. Deadline is January 1 or July 1.

LEUKEMIA RESEARCH FUND

Funding is available to support basic and clinical research in the field of leukemia and related disorders in Canada. Granting programs include operating grants (including minor equipment); fellowships; and summer studentships. Deadline is January 31 (all programs).

MEDICAL RESEARCH COUNCIL

Dental fellowships are open to individuals with a degree in dentistry. Candidates must be Canadian citizens or permanent residents of Canada and be proposing to do specialty certification or have completed such certification. Candidates must be nominated by Canadian schools of dentistry. Support may be awarded for up to five years and the stipend will be dependent upon the number of years of academic experience since obtaining the professional degree. New applicants should use the MRC 17 package; renewal applications, the MRC 18R. Deadline is January 2.

MUSCULAR DYSTROPHY ASSOCIATION OF CANADA

The association offers pre-doctoral support under the Arthur Minden fellowship. The fellowship has a stipend value of \$16,545 plus laboratory allowance of \$1,000 per annum and may be renewed annually for up to four years. Investigators are reminded that the approval forms for use of human subjects (MDAC400a); animals (MDAC40b) and biohazards containment (MDAC400c) must be received by the association within 60 days from the competition deadline. ORS will sign the appropriate MDAC statement on behalf of U of T where the applicable protocol has been reviewed and approved by a University review committee. Deadline is January 15. Deadline from the Nov. 15 competition is January 14.

ONTARIO MINISTRY OF HEALTH

Fellowships are available to undertake training prior to career appointments in clinical or community health research. Candidates must intend and be able to pursue a career in clinical or community health research in Ontario. Post-graduate fellowships support candidates who have completed all formal research and clinical training and who will acquire further research experience under supervision. Graduate fellowships support health professionals who are undertaking master's or doctoral degree programs and non-health professionals holding a master's degree and undertaking a doctoral degree. Deadlines are January 15.

ONTARIO THORACIC SOCIETY

The society supports respiratory research in Ontario with particular consideration given to investigators within five years of their first faculty appointment. Grants are awarded for a one-year period only but renewal applications will be accepted. Investigators are reminded that applications must either include human subject or animal use approval or be received by the society by March 1. Deadline is January 15.

PEDIATRIC AIDS FOUNDATION

PAF and AMFAR have announced the availability of funding for new or unfunded one-year research grants, two-year scholar awards and short-term travel grants. All proposals must have direct relevance to pediatric AIDS and its related issues. Initial application is by letter of intent; full application is by invitation. Investigators are reminded that the usual application and signature procedures apply. Deadline is January 12.

RP EYE RESEARCH FOUNDATION

The foundation supports research on the origin, detection, prevention, treatment and cure of retinitis pigmentosa and related blinding retinal diseases. Priority will be given to projects in which these objectives are approached directly. Basic research not directly related to RP will be supported only if clear and reasonable justification for its relevance is provided. Operating grants support research costs and equipment to a value of \$10,000. Equipment grants support applications for amounts in excess of \$10,000. For RP scholar awards, candidates must hold an MD, PhD, DDS, DVM, PharmD or equivalent with substantial training in laboratory sciences and must be assured of a faculty appointment within 12 months following acceptance of the award. Application is by nomination from the supporting institution. RP fellowships support post-doctoral research training for candidates who have recently completed a doctoral degree. RP studentships offer support during full-time training for an MSc or PhD (or equivalent) in the appropriate health sciences. Preference will be given to candidates to be trained under RPERF-funded investigators. All deadlines are January 15.

WHITAKER FOUNDATION

The foundation invites applications from biomedical investigators who are relatively early in their research careers and whose medical research projects substantially involve the innovative use of engineering techniques or principles. Grants are awarded for \$60,000 per year for three years. Initial application is by submission of a preliminary proposal; full application is by invitation. Interested investigators are reminded that the usual University application and signature requirements apply. Deadlines are January 2, May 1 and September 1.

PHYSICAL SCIENCES & ENGINEERING ATMOSPHERIC ENVIRONMENT SERVICE/NSERC

The science subvention program is jointly funded by AES and NSERC and is administered by Environment Canada. Support is offered for a period of one, two or three years. High priority will be given to research projects that support and enhance AES's ability to predict the weather and projects that will provide further knowledge of the atmospheric environment. Deadline is January 15.

ENVIRONMENT CANADA

The economic instruments for environmental protection initiative is part of the government's Green Plan. The purpose is to promote the development of an academic research network to exchange ideas and information and further research into the practical application of economic instruments to resource management and specific environmental problems facing Canada. Deadline is January 15.

Proposals for the Canadian Wildlife Services 1993-94 university research support grants are now being accepted. The purpose of the fund is to provide partial financial support to registered graduate students for carrying out research in the field of wildlife biology (excluding domestic animals and fish). Deadline for completed applications is February 1.

MINISTRY OF COLLEGES & UNIVERSITIES

The university research incentive fund (URIF) is designed to increase the research capacity and expertise of Ontario universities and to strengthen partnerships between the universities and industry. The program will match, dollar-for-dollar, eligible investments by the private sector in contractual university-based research. Researchers interested in applying for a URIF award are encouraged to contact ORS for application forms and further information regarding URIF guidelines and procedures. Deadline date for receipt of applications at the ministry is Feb. 1; internal deadline date at ORS is January 25.

MINISTRY OF TRANSPORTATION

The purpose of the highway safety research grants program is to encourage basic and applied research on the behavioral, economic and social aspects of highway safety. Deadline is January 31.

NATIONAL RESEARCH COUNCIL OF CANADA

NRC offers research associateships tenable only in its laboratories. They are intended to give promising scientists and engineers an opportunity to work on challenging research problems in fields of interest to NRC as a stage in the development of their research careers. Initial appointment is for a two-year term and may be renewed. As a guide, the current annual PhD recruiting rate is \$38,219. Applications will be accepted at any time and will be held on file for approximately one year.

NATURAL SCIENCES & ENGINEERING RESEARCH COUNCIL

NSERC has announced the new collaborative research grants program. The objective of this program is to increase the level of internationally competitive research in Canada by providing researchers with new opportunities to collaborate with other researchers at home and abroad, within and outside their own disciplines; and by training new scientists and engineers in a collaborative research environment. Grants will be for three years but may be awarded for up to five years. Notification of intent to apply (Form 190) must be received by NSERC no later than January 15; application for a collaborative project grant (Form 191) must be received no later than April 30.

ONTARIO MINISTRY OF THE ENVIRONMENT

Under the environmental research program consideration is given primarily to pure and applied research directed towards environmental protection and human health-related issues. Some major program areas are: pollution prevention; water management; air issues; waste management; analytical instrumentation; environmental socio-economics; risk assessment; biotechnology; pest control; 3R's; zebra mussel control; acid mine drainage. Specific information is provided in the Environmental Research Priorities document available from the ministry. Funding under this program may be requested either in the form of a grant or a contract. In the latter case, researchers are reminded that overhead at 30 percent of total direct costs must be included in the proposal budget. Application forms are available at ORS. Deadline for receipt of applications at the ministry is January 15.

UPCOMING DEADLINES

Abbott Laboratories — young investi-

gator award: *January 31.*

Alzheimer's Disease & Related Disorders Association Inc. — research grants; faculty scholarships: *January 15.*

American Paralysis Association — research, conference and lecture grants; clinical trials: *December 15.*

Amyotrophic Lateral Sclerosis Association (US) — full research grant application: *December 31.*

Amyotrophic Lateral Sclerosis Society of Canada — research grants: *January 31.*

Arthritis Society — research grants, multi-centre group grants: *December 15.*

Association for Canadian Studies — intercultural/interregional program: *December 15.*

Atmospheric Environment Service/NSERC — science subvention program — *January 15.*

Canadian Cystic Fibrosis Foundation — summer student awards: *February 1.*

Canadian Foundation for Ileitis & Colitis: summer student scholarships: *January 15.*

Canadian-Scandinavian Foundation — Swedish Institute scholarships; special purpose grants; Brucebo fine art scholarships; William B. Bruce fine arts European travel scholarships: *January 31.*

Centre for Studies in Defence Management — research grants: *December 15.*

Dairy Bureau of Canada — research grants (letter of intent): *January 1.*

Damon Runyon/Walter Winchell Cancer Research Fund — fellowships: *December 15.*

Anna Fuller Foundation — fellowships: *January 1.*

Harry Frank Guggenheim Foundation — research grants; PhD dissertation fellowships: *February 1.*

Rick Hansen Man in Motion Legacy Fund — research grants; fellowships; studentships: *February 1.*

Hospital for Sick Children Foundation — research grants; conferences and seminars; films and audio-visual projects: *February 1.*

Howard Hughes Medical Institute — post-doctoral research fellowships: *January 5.*

Huntington Society of Canada — pre-doctoral scholarships: *December 31.*

International Technology Association of Canada — ITAC/NSERC awards: *December 14.*

Lalor Foundation — post-doctoral fellowships: *January 15.*

Laidlaw Foundation — grants: *January 1.*

Lithoprobe — geoscience research grants: *December 18.*

McDonnell-Pew Program in Cognitive Neuroscience — training awards, research grants: *February 1.*

Ministry of Colleges & Universities — URIF, for ministry deadline Feb. 1, deadline at ORS: *January 25.*

National Academy of Education — Spencer fellowships: *January 1.*

National Institutes of Health (US) — research grants (new): *February 1.*

NSERC — collaborative project grants (letters of intent): *January 15.*

Ontario Deafness Research Foundation — granting programs closed for 1993.

Ontario Ministry of Health — health system-linked research unit; health promotion branch; behavioural research unit: *December 15.*

Savoy Foundation — studentships; research grants; post-doctoral and clinical research fellowships: *January 15.*

Smokeless Tobacco Research Council — research grants: *December 31.*

SSHRC — women and work; international summer institutes (letters of intent): *December 15;*

major collaborative research initiatives program (letters of intent): *January 12.*

Stentor Telecommunications — research award nominations: *January 8.*

Tri-Council Secretariat (Green Plan) — eco-research research grants (letters of intent): *December 15;*

university research chairs: *January 15.*

U of T, Humanities & Social Sciences Committee — conference travel grants: *December 15;*

general research grants: *January 15.*

The Academy for Lifelong Learning,
a programme of the School of Continuing Studies, offers
daytime workshops Tuesdays, Wednesdays and Thursdays
in a convenient and subway accessible location. Fifteen
subjects are offered for study in this stimulating self-directed
learning programme. The new semester starts January 19th
and registration day is January 8th.
For more information please call 978-7756.



**GOVERNING
COUNCIL
ACADEMIC BOARD
ELECTION 1993
TEACHING STAFF
AND LIBRARIANS**

Nominations open
January 11th, 9 a.m.

Nominations close
January 22nd, noon

Positions

15 Teaching Staff:

- 1 Engineering
- 4 Arts and Science
- 1 Erindale
- 1 Scarborough
- 1 Education
- 1 Law
- 1 Lib & Info Science
- 4 Medicine
- 1 Nursing

1 Librarian

The Academic Board of the Governing Council includes 47 elected teaching staff, 15 of whom will be elected through this call for nominations and 2 elected librarians, 1 of whom is to be elected this year. The Board and its committees are responsible for all matters affecting the teaching, learning and research functions of the University, the establishment of University objectives and priorities, the development of plans and the effective use of resources in the course of these pursuits.

Information and nomination forms are available from
Susan Girard
Chief Returning Officer
Room 106 Simcoe Hall
978-6576

*Awards
of
Excellence*
U.T.A.A.

Nominations and Applications are now being accepted for:

• JOHN H. MOSS SCHOLARSHIP •

The \$12,000 prize is awarded to a graduating student who demonstrates outstanding academic and extra-curricular leadership.

• FACULTY AWARD •

The \$1,000 prize is awarded to a faculty member who exhibits excellence in teaching, research, and professional work.

• CHANCELLOR'S AWARD •

The \$1,000 prize is awarded to an administrative staff member for his/her outstanding contribution to the University.



1992 Awards of Excellence recipients, left to right: Dr. Murray Urowitz (Faculty Award), Ravi Vakil (Moss Scholar) and John Leslie Ball (Chancellor's Award)

Deadline for Nominations and Applications:
Friday, January 8, 1993

Awards will be presented at the Awards of Excellence Dinner
on Tuesday, April 13, 1993 in the Great Hall, Hart House

For further information contact: Awards of Excellence
Department of Alumni and Community Relations, 21 King's College Circle, 3rd Floor. Tel: 978-2366

University of Toronto Alumni Association

PURCHASING

Records Centre for University Records

A preferred vendor has been confirmed for the off-site secure storage of administrative records created by academic and administrative offices. Final arrangements are expected to be completed by mid January. For further information on this service, please contact Garron Wells, University Archivist, at 978-7656.

Software Purchasing

When considering upgrading or purchasing new software, please contact Kerry Jepson, 978-2352, or Dieter Schulz, 978-5044, prior to returning cards or placing telephone orders. This is especially true of smaller software traders in the United States who use toll-free numbers.

We have been experiencing problems with these orders and companies. Remember, much of this software is available locally from our preferred vendors at the same prices as you will pay to the U.S. vendors.

Save a Tree

In the interest of reducing our massive consumption of paper at the University, here are a few guidelines to follow:

- double-side your documents whenever possible
- try to confine letters to one page
- use both sides of a sheet of paper for FAX cover sheet information, to double its use
- use Voice Mail instead of paper to send memos
- reuse envelopes as often as possible
- save letters and documents on disk instead of making paper copies for your files

Old Toner Cartridges:

A reminder not to throw out old toner cartridges (for FAX machines and laser printers). **They should be recharged.** Any inquires, contact Dieter Schulz, 978-5044.

TRAVEL PROGRAMME

Hotel Reservation

If you arrive at the hotel with a confirmed reservation and it is overbooked, the hotel has to find you a room in another hotel, honour the original rate, and provide transportation to the new hotel.

Best Rate?

Remember, the competition for your travel dollars is fierce. Hotels have been known to offer "on the spot" deals that may not have been available at the time of booking. You, the traveller, can benefit greatly by just asking a simple question upon arrival at your hotel: "Is this the best rate you can offer me?" or "Do you have any special rates available?"

Hotel Reservation Cancellation

It is always best to cancel your hotel reservation at least 24 hours in advance. While some hotels, particularly those catering to the corporate traveller, may allow greater leeway for this, others, particularly resort properties, may require up to 72 hours prior notice.

Failure to cancel your reservation in time can result in costly penalties, so be sure you are aware of the

hotel's cancellation policy.

To cancel, contact the counsellor who originally booked your hotel or, if necessary, cancel the booking yourself.

Either way, be sure to obtain a "cancellation number".

Reconfirming Flight Reservations:

Reconfirmation of return or continuing reservations on domestic flights (those within Canada and the continental United States) is not required. However, reconfirmation of all flight times before leaving for the airport is recommended.

Return or continuing reservations on international flights must be reconfirmed at least 72 hours prior to scheduled departure. **Airlines may cancel international bookings that have not been reconfirmed.** If you cannot utilize your reserved space, call the airline or your travel agent and cancel so the space may be offered to someone else.

EQUIPMENT EXCHANGE

Description	Qty.	Model	Age	Fair Mkt. Value	Contact
Van	1	Chevrolet Van 10 (short box)	1984	Best Offer*	Leslie Barcza 978-2101

*Sealed offers must be sent to the Purchasing Dept., 215 Huron St., Attn.: S. Richards/G. Mammoliti

*Best Wishes for the Holiday Season, a Merry Christmas, Happy Hanukkah,
and Happy New Year to you and yours from the Purchasing Department staff.*

PHD ORALS

Graduate faculty please call the PhD oral examination office
at 978-5258 for information regarding time and location for these listings.

MONDAY, DECEMBER 14
Carola Elisabeth Conle,
Department of Education,
"Learning Culture and Embracing
Contraries: Narrative Inquiry
through Stories of Acculturation."
Prof. F.M. Connelly.

Michael Albert Gattrell,
Department of Chemical
Engineering & Applied
Chemistry, "A Study of Electrode
Passivation during the
Electrolysis of Phenol."
Prof. D.W. Kirk.

Marlene Beth Goldman,
Department of English, "No
Man's Land: Recharting the
Territory of Female Identity in
Selected Fictions by Contemporary
Canadian Women Writers."
Prof. L.A.M. Hutcheon.

Gustaf Charles Hansen,
Department of Classical Studies,
"A Stylistic Analysis of Ovid's
Elegiac Poetry with a View
Towards Determining the
Authorship of Heroides 16-21."
Prof. J.N. Grant.

Abraham Schoener, Department
of Philosophy, "Heraclitus on
War." Prof. B. Inwood.

Reynaldo Todescan, Faculty of
Dentistry, "Influence of a Collagen
Matrix on Osteogenesis by Bone
Marrow Cells *in vivo* and *in vitro*."
Prof. J. Sodek.

TUESDAY, DECEMBER 15
Othman Ali, Department of
Middle East & Islamic Studies,
"Great Britain and the Kurdish
Question in Iraq, 1922-1932."
Prof. A. Jwaideh.

Seshan P. Ananthanarayanan,
Department of Mechanical
Engineering, "A Qualitative
Theoretical Framework for
Intelligent Control of
Dexterous Manipulation."
Profs. A.A. Goldenberg and
J. Mylopoulos.

Kieran Anthony Carroll,
Department of Aerospace Science
& Engineering, "A Balanced
Subsystem Order Reduction
Methods." Prof. P.C. Hughes.

Mark William Giesbrecht,
Department of Computer Science,
"Nearly Optimal Algorithms for
Canonical Matrix Forms."
Prof. J.P. von zur Gathen.

Susan Brenda Jaglal, Department
of Community Health, "Physical
Activity and Risk of Hip fracture."
Prof. A.B. Miller.

Peter Rodney, Department of
Mathematics & Applied
Mathematics, "Balance in
Tournament Designs."
Prof. E. Mendelsohn.

David Brian Twetten, Centre for
Medieval Studies, "Aquinas and
the Prime Mover of Aristotle:
A Study of the Medieval
Demonstration of God's
Existence from Motion."
Profs. S.D. Dumont and
L. Gerson.

William James Unger, Department
of Aerospace Science &
Engineering, "Reduction of the
Free-Edge Effect in Fibre-
Reinforced Thermoplastic
Laminates by Localized
Reconsolidation."
Prof. J.S. Hansen.

Waleed M.K. Zahid, Department
of Civil Engineering, "Physical
Properties of Rotating Biological
Contractor Biofilms."
Prof. J. Ganczarczyk.

WEDNESDAY, DECEMBER 16
Stephen Wallace Chung,
Institute of Medical Science,
"Cellular Regulation of the
Induction of Macrophage
Procoagulant Activity by Murine
Hepatitis Virus S train 3 *in vitro*."
Prof. G.A. Levy.

Eric C. Fox, Department of
Physics, "Femtosecond
Time-Resolved Measurements of
Photoinduced Refractive Index
Changes and Plasma Dynamics in
II-IV Semiconductors."
Prof. H.M. van Driel.

Hyewon Lee-Han,
Department of Community
Health, "Diet, Histological and
Radiological Indicators of
Breast Cancer Risk

in Women with Benign Breast
Biopsies." Prof. N.F. Boyd.

Emenike Chibuike Ndu,
Department of Political Science,
"Discipline and Democratic
Theory." Prof. J.H. Carens.

THURSDAY, DECEMBER 17
Peter Harold Danziger,
Department of Mathematics &
Applied Mathematics, "Uniformly
Resolvable Designs."
Prof. E. Mendelsohn.

Robert John Francis, Department
of Electrical & Computer
Engineering, "Technology
Mapping for Lookup-Table
Based FPGAs."
Profs. J.S. Rose and
Z.G. Vranesic.

Stephen Walter Mason,
Department of Molecular &
Medical Genetics, "The Structure,
Function and Assembly of
Bacteriophage Lambda
N-Modified Transcription
Complexes." Prof. J.F. Greenblatt.

Stefano Scoglio, Department of
Political Science, "Privacy, Rights
and Natural Law: Towards a
Transpersonal/Ecological
Political Philosophy."
Prof. G. Horowitz.

Cynthia Jane Wright, Department
of Education, "The most popular
Rendez-vous of the Feminine in
Toronto': Eaton's College
Street and the Organization
of Shopping."
Prof. D.E. Smith.

FRIDAY, DECEMBER 18
Philip John Bilan, Department of
Biochemistry, "Regulation of
Glucose Transporter Proteins by
Hormone and Glucose."
Prof. A. Klip.

Linda Susan Brown, Department
of Education, "The Politics of
Individualism: Literalism, Liberal
Feminism and Anarchism."
Prof. M.A. Levin.

Robert John Hawboldt,
Department of Aerospace Science
& Engineering, "An Experimental
Study of Shock Wave and

Boundary Layer Interactions
Near a Convex Corner."
Profs. P.A. Sullivan and
J.J. Gottlieb.

Shimoga Bhadrachar Karunakar,
Department of Mechanical
Engineering, "Grasp Admittance
Centre: A Concept and Its
Implementation in Soft Fingered
Robotic Hands."
Prof. A.A. Goldenberg.

Michael Adam Lydan,
Department of Zoology,
"Calmodulin and Its Binding
Proteins during Fertilization in
Dictyostelium." Prof. D.H. O'Day.

Marie-Josée Nadeau, Department
of Physics, "Electric Dissociation
of Negative Ions and Its
Application to Calcium Ions."
Prof. A.E. Litherland.

Thierry Nivaggioli, Department of
Chemistry, "The Situ Studies of
Thin Polymer Film Dissolution by
Simultaneous Laser Interferometry
and Fluorescence Quenching
Measurements."
Prof. M.A. Winnik.

MONDAY, DECEMBER 21
Shen Chiu, Department of
Aerospace Science & Engineering,
"Hydrogen Transport and
Trapping in Graphite."
Profs. A.A. Haasz and
P.C. Stangeby.

Lynn Louise Pryer,
Department of Geology,
"A Model for the Origin of
Fame Perthite: The Role of
Retrograde Metamorphism and
Differential Stress."
Prof. P.Y.F. Robin.

TUESDAY, JANUARY 5
Tianru Jin, Department of Botany,
"Mitochondrial Inheritance and
Further Studies on the
Mitochondrial Genomes of the
Cultivated Mushroom *Agaricus
Bisporus* (=A. *Brunnescens*)."
Prof. P.A. Horgen.

Lillie Lai Quon Lum, Institute of
Medical Science,
"The Measurement of Autonomy
in Cancer Patients."
Prof. J.E. Till.

WEDNESDAY, JANUARY 6
Valerie Anne Wallace,
Department of Immunology,
"The Involvement of Cell Surface
Glycoproteins CD4 and CD45 in
T Cell Reactivity and
Thymic Selection."
Prof. T.W. Mak.

THURSDAY, JANUARY 7
Patience Abosede Elabor-
Idemudia, Department of
Education, "Rural Women's
Quality of Life under Structural
Adjustment Policy and Programs:
A Nigerian Case Study."
Prof. D.E. Smith.

John Frank Marcoccia,
Department of Chemistry, "An Ab
Initio Study on the Protonation of
Simple Aliphatic Oximes in
Their Ground and Low-Lying
Valence Excited States."
Profs. I.G. Csizmadia and
K. Yates.

Anne Elizabeth Ross, Department
of English, "Hand-Me-
Down-Heroics: The Transmission
of the Heroical in the Drama of
the 1570s to the 1590s."
Prof. J.L. Levenson.

FRIDAY, JANUARY 8
Willi Braun, Centre for the
Study of Religion, "The Use
of Mediterranean Banquet
Tradition in Luke 14:1-24."
Prof. J.S. Kloppenborg.

Jean Sheila Kissoon-Singh,
Department of Education,
"The Development of the
Understanding of Letter
Sound Correspondences in
Reading Acquisition."
Prof. L. Siegel.

Timmy Sit, Department of
Microbiology, "Cloning,
Sequencing and Generation of
Infectious RNA Transcripts from
cDNA of Papaya Mosaic Potexvirus."
Prof. M.G. AbouHaidar.

Michael Lloyd Trussler,
Department of English,
"Multiple Voices: The Short
Fiction of Donald Barthelme and
Raymond Carver."
Profs. L.A.M. Hutcheon and
R.M. Brown.

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees.
The deadline for submissions is Monday, two weeks prior to publication.

PLANNING

IES CURRICULUM PLANNING COMMITTEE

As part of its response to the recommendations of the Task Force on Graduate Environmental Teaching & Research the School of Graduate Studies stated that the Institute for Environmental Studies (IES) should establish a curriculum planning committee to address the teaching program at IES. Members are: Professor Philip Byer, Department of Civil Engineering and Institute for Environmental Studies (chair);

Professors Lino Grima, Department of Geography and Institute for Environmental Studies; Loraine Marrett, Department of Preventive Medicine & Biostatistics; Jagdish Nautiyal, Faculty of Forestry; and Ann Zimmerman, Department of Zoology and director, Division of the Environment, Faculty of Arts & Science; and Marc Clemens, graduate student, Department of Geography and Institute for Environmental Studies.

The committee would welcome submissions from those involved in graduate studies related to the environment. Initial responses should be sent to

Catherine von Heczey at the Institute for Environmental Studies, Haultain Building, no later than January 8.

ADVISORY

VICE-PRESIDENT AND PROVOST

The present term of the incumbent vice-president and provost, Professor Joan E. Foley, reaches completion on June 30. The president has established a committee to advise him in the selection of a successor. Members are: Professors James Arthur, University Professor, Department of Mathematics; Professor Roger Beck,

classics, Erindale College; Martin Friedland, University Professor, Faculty of Law; Robert Haslam, chair, Department of Paediatrics; Gary Heinke, dean, Faculty of Applied Science & Engineering; Linda Hutcheon, Department of English and Centre for Comparative Literature; Rika Maniates, acting assistant dean, School of Graduates Studies; Michael Marrus, Department of History, chair, Academic Board; Jane Millgate, Department of English; Heather Munroe-Blum, dean, Faculty of Social Work; Dorothy Pringle, dean, Faculty of Nursing; and Bernard Schimmer, Banting & Best Department of Medical

Research; and Keith Allen, tutor, Transitional Year Program; Annamarie Castrilli, alumna, vice-chair, Governing Council; Patricia Cross, part-time undergraduate student, member, Governing Council; Farrah Jinha, president, Students' Administrative Council; and Paddy Stamp, sexual harassment officer.

The committee would welcome nominations and submissions concerning the role of the provost or identifying qualities that should be considered in the selection. These should be submitted to J.G. Dimond, secretary of Governing Council, room 106, Simcoe Hall, by January 30.

THE HONOUR OF THE HUMANITIES

U of T is admirably equipped to coordinate a "creative assassination" of Salman Rushdie

The following is the convocation address given by Nigerian Nobel laureate Wole Soyinka, who received an honorary doctor of letters on Nov. 23:

IN A WORLD THAT APPEARS SOMETIMES to be fast disintegrating around us, any occasion for the celebration of knowledge, for elevating the virtues and responsibilities of the intellect, provides a bitter-sweet satisfaction. On the one hand there is the consolation of a value preserved and enhanced in its own right, an affirmation of the unquenchable spirit of human striving. On the other hand there cannot fail to be a sense of helplessness, even impotence, that the gains of mankind often appear to be dwarfed by its reverses, that the thousands of gatherings of this nature all over the world and the years of patient research and study that precede such moments have failed to eliminate, once and for all, acts which diminish our humanity, questioning the age-long projection of a progressive human destiny.

Somalia, Sudan, Yugoslavia, Ireland, Lebanon.... These are names that have levitated into the dark constellation

across the horizon as we attempt to project our vision into the dawn of the 21st century. The challenges and the flares of hope that were lit by a global expression of freedom, consuming totalitarian structures from eastern Europe to ignite the apartheid tip of South Africa and scorch dictatorships east and west of that continent, now appear to be illusory triumphs. Humanity continues to be implacably riven apart as differences in cultures and beliefs which should enrich our total being have become consecrated in a competitive lust for destruction and dehumanization.

This, after all, is the terminal decade of a millennium that has been compelled to absorb the pollution of language, with cynical expressions such as "ethnic cleansing." And yet, without the slightest shred of irony, it is the same epoch that also pollutes our hearing with a renewed summons to those same faithfuls, the victims of "ethnic cleansing," to wage religious war to the death against one individual worker.

In the context of horrors inflicted against humanity across the globe, crimes that make a writer's alleged blasphemous imagination pale into insignificance, we have a right to expect a rational abandonment of this obscene pursuit of the person of Salman Rushdie. That a foundation dedicated to the propagation of man's spirituality should revive the embers of hatred and exploit the mercenary ends of fanaticism is unworthy of the lofty regarding of such a foundation. Let this be clearly understood: this spirit of vengefulness is of a kind with the primitive impulse that unleashed Serbian barbarism on the Moslems of Croatia, only, by contrast, the conscience of the world has been aroused on behalf of those victims, and that active conscience has been manifested by Jew and gentile, Buddhist, animist and atheist in concert.

Surely this foundation must feel chastened by the coincidence of its renewed crusade and the Serbian celebration two weeks ago, in Vukovar, of the anniversary of an event which, no matter the coyness and tardiness of western governments and press in confronting its true nature, the whole world now recognizes as the inauguration of long laid plans for "ethnic cleansing." Such a recollection should imbue any genuine defender of the Islamic faith with a sense of humility, enabling it to evolve a humanistic perspec-



IT IS THE COURAGE AND
THE TENACITY WITH WHICH
WE EXPLORE THE TRACKS OF TRUTH
THAT VALIDATE OUR INTERRUPTION
OF AN OTHERWISE
INDIFFERENT SPACE



Honorary graduand Professor Wole Soyinka: We have a right to expect a rational abandonment of the obscene pursuit of Salman Rushdie.

tive on both real and imagined wrongs and on the intensity and magnitude of response appropriate to them.

If, however, the Islamic Foundation cannot be shaken from its resolve to send Salman Rushdie to oblivion, I have a proposition to make regarding how this may be achieved. It is the same proposal that I made two years ago in Nigeria during a literary conference at the University of Calabar. Now that a religious foundation, which perhaps should more appropriately describe itself as Murder Incorporated, has chosen to double the reward for an end to Salman Rushdie, perhaps I ought to utilize this more internationally exposed occasion to repeat my message.

There is only one way to kill Salman Rushdie, and for only a fraction of the blood money recently offered for the deed. We shall organize the finest team of writers with proven spiritual sensibilities, who will undertake to produce the most sublime exegesis ever written on the life of the Prophet Mohammed. It will be a work of love, truth, of literature and piety that will undo Salman Rushdie's *The Satanic Verses* and consign

his perfidious imagination to permanent oblivion. From what I have seen, the University of Toronto with its many harmoniously co-existing theological schools is admirably equipped for this undertaking to which my enthusiastic contribution can be taken for granted.

But the fatwa must first be annulled. Not only firmly abrogated but, in order to disarm the hordes of would-be martyrs who have already primed themselves for the inglorious enterprise, a fatwa must also be publicly pronounced on any of them who attempts to flout the annulment. In any case, we cannot have two sets of assassins — one the literary and the other physical — competing for the same bounty. I, for one, have no qualms about becoming a creative assassin on behalf of the preservation of life and of the literary imagination.

Not that any return is ever required of its grad-uands but this, nevertheless, is how I have chosen to thank the University of Toronto for today's honour, by involving it in a concern which touches the honour of the humanities and the freedom to interpret life and experience with the wilful authority of the imagination, believing that even the errors or excesses of such interpretations can only be ephemeral, not terminal, since the activities of the mind remain the cumulative testimony of our very claim to humanity.

Truth, being an elusive quarry, even a coquette, must bear part of the responsibility for human fumbling in its pursuit. It is the courage and the tenacity with which we explore its tracks that validate our interruption of an otherwise indifferent space and consecrate our passage through time, a neutral, unresponsive yet limited and limiting medium for all human endeavour. The right to exist and create within this medium is sacred. Any attempt to curtail its measure, arbitrarily, for any one contributor to our common creative enterprise, is the real act of apostasy against the humanistic faith. We must continue to denounce such presumptuousness as universal sacrilege.

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